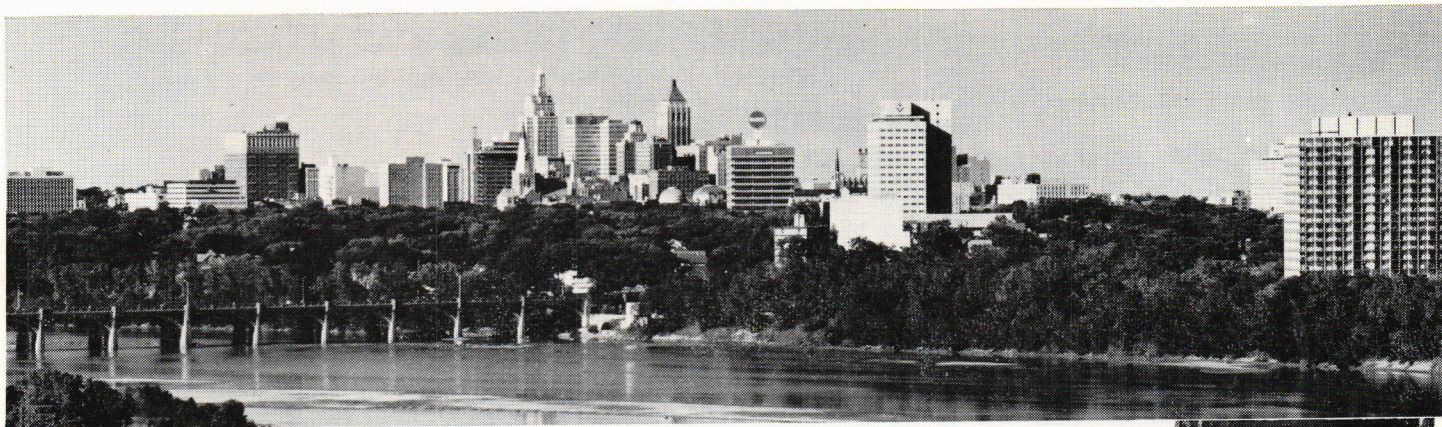


***The Artistry
of a Teamster***

(See Page 15)



The Teamsters Salute

TULSA

TULSA, Oklahoma, "Oil Capital of the World," 50th-ranking in U. S. population with a 1960 census of 261,685, dates to 1836 when Archie Yahola, chief of the Lochapoka Indians, presided over the Town Council (or Tulsa) under the boughs of a big oak which still stands among modern Tulsa homes.

The railroad was extended here in 1882 and the first permanent settlement was begun. In 1901 oil was discovered and, between 1907 and 1930, Tulsa's population boomed 1900 percent!

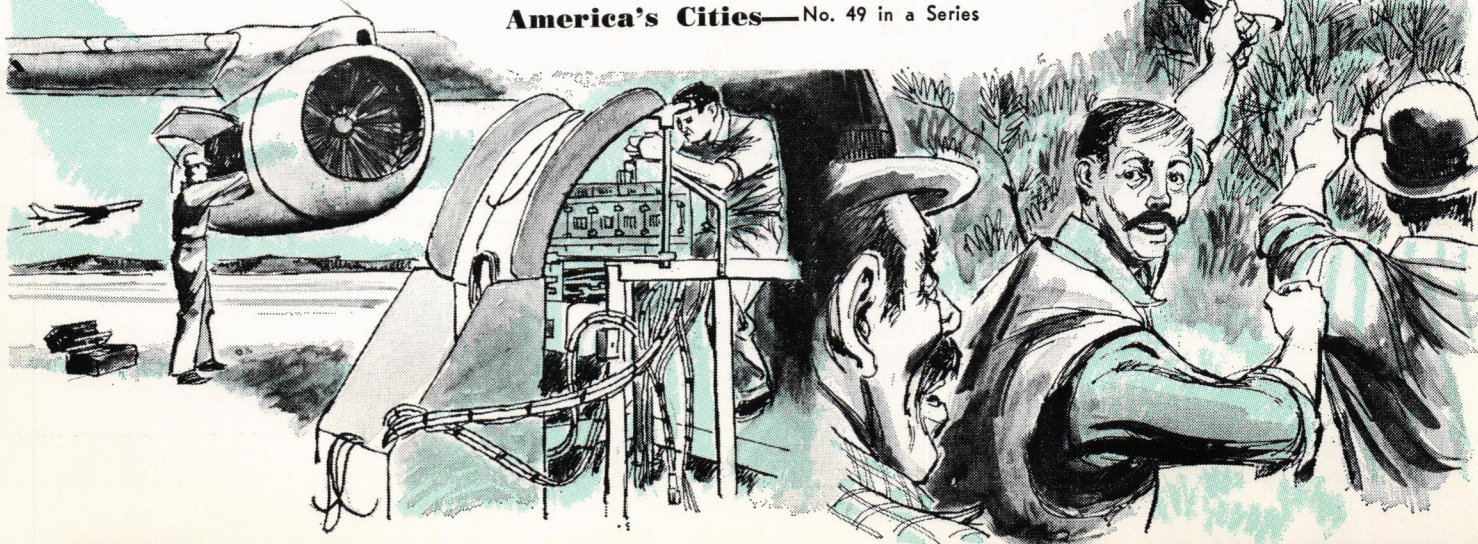
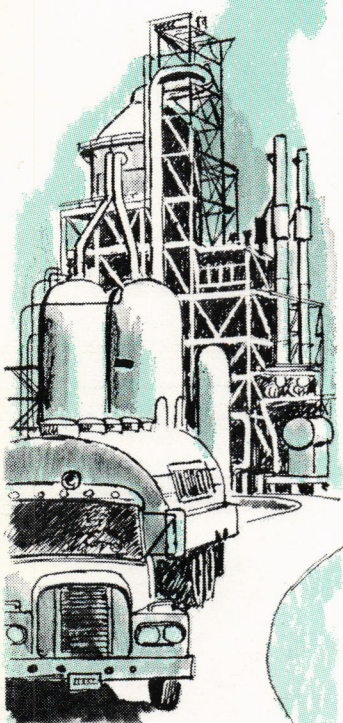
Nestled in the foothills of the Ozark Mountains in eastern Oklahoma, Tulsa is to oil what Detroit is to automobiles, and New York is to finance. More than 30,000 wage earners derive their livelihoods from divisions of the oil industry. The International Petroleum Exposition, the world's largest exhibit of any single industry, is held here. Manufacturing also is centered here, with more than 812 plants. A great number of wholesale distribution activities have their hubs here, radiating out over half of Oklahoma and large segments of neighboring Arkansas, Missouri, and Kansas.

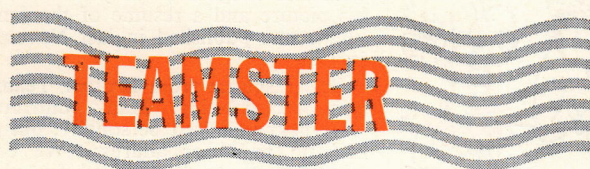
Tulsa's aviation interest is considerable, being the home of the maintenance base of American Airlines and the plant of Douglas Aircraft, where bombers, cargo planes, and missiles are produced.

With a remarkably mild climate, Tulsans are able to enjoy outdoor recreation virtually the year around. Many such facilities, including rivers and lakes, are available nearby. The city is famous for its churches and excellent schools. It remembers its heritage with the Gilcrease Museum of Indian Art and Culture. Considered "a high income city," its residents and those who serve them have easy access to and egress from Tulsa via the Turner and Will Rogers Turnpikes, other excellent highways, 40 truck lines, five airlines and four railroad systems.

A war-whoop-size Teamster salute to derrick-tall Tulsa!

America's Cities—No. 49 in a Series





POSTMARKS

Goldwater's Remarks on Poor People Outrage Teamster's Wife

Dear Sir:

I read in *Time* magazine of Barry Goldwater's speech to the Economic Club of New York. He said the Democratic Administration plans to be a "Santa Claus of the free lunch, the government handout, the something-for-nothing and something-for-everyone." He also stated income levels considered low in the U.S. "are regarded as true wealth in the rest of the world. Workers in many countries cannot earn as much as our welfare clients receive. There will always be a lowest one-third or one-fifth. Instead of being given handouts, persons on relief should be put to work on community projects."

His released text stated that most people who have no skill have had no education for the same reason—low intelligence or low ambition.

In N.C., he said "Johnson's anti-poverty program is 'an attempt to divide Americans.'"

I was never so outraged. The only attempt being made to divide Americans is Mr. Goldwater himself. Goldwater is against the rest of the nation.

My husband is a Teamster and drives a cement mixer, and it is seasonal work. There are many union people earning less. These people know as we do that they are far from being rich, but neither are they poverty stricken.

I would like to give our budget here as a reminder to those of golden diapers and silver spoons: it's rather hard to stretch, but we try very hard to accomplish it.

Income	\$3,993.96
Income Tax	476.00
FICA	123.99
Electric	144.00
Bottle Gas	51.50
Coal	49.44
Groceries	1,560.00
Truck Payment	331.82
Transportation	624.00
Life Insurance	61.92

Liability Ins.	78.00
Medical Expenses	102.00
Pharmaceutical	48.76
Balance	\$ 42.63

These are only the items of necessity. They do not include any new luxuries like furniture or badly needed items that wear out after a few years of use such as the good, old faithful washer—it takes three persons to operate.

The Barry Goldwaters could have dozens of new suits or pay the laundry maid to do all the clothes. I am not jealous of these things—he should have them if he can afford them. What I do not care for is the fact that there are people with much less than I have, and he is complaining about giving them handouts.

My father died at the age of 57 (not an old man). At the age of 14, he had to give up his schooling to go to work and help support a widowed mother with two other children. He was retired as a shearer from the mill because of a heart condition. I was three years old at the time. I was four when my mother died and he had two children to support by himself. The depression was on. He worked WPA in stone quarries, used the pick and shovel on road work, waded in icy waters to earn a meager \$24 every two weeks.

This was tiring enough for a bad heart, but he also played piano in a local tavern three and four nights a week. Since he was beginning to fail, he was made time keeper at his WPA work. His heart finally gave out. His son graduated and his daughter still had two years of school left.

That, then, was the handout that my father received. He died paying for it. Some of us poorer class, the one-third or one-fifth of this nation, have seen times we have needed help. We have stood in soup lines, worn relief clothes, have been given commodities. I ask you,

do children grow fat on these handouts? The Kentucky coal miners today have need of work. They will accept work, but who is going to give it to them?

We are supposed to look at these people in our own country and vote a man into office who thinks children of other countries need it worse?

Ours should be given work in community projects since our taxes are paid to support the children of other countries.

Then, of course, Mr. Goldwater says we are illiterate with no skill, because we are lazy. I am so deeply interested in finishing my high school that I have signed for a course with LaSalle Extension University in Chicago. In 1960, I signed my course at the cost of \$197. I still owe \$147. I am not intelligent, by far, but finishing four subjects each, one with an above 90 average, it is not illiteracy, either. My not finishing high school was not my choosing. I had hopes of becoming a nurse. I didn't learn the skill because I was lazy???

How many of our children will never enter a college door because people like Barry Goldwater say their parents are too lazy to work and put them through school? I believe that every man who is able and can find work should work. I do not defend the lazy attitude, but should the children of the lazy person be deprived of a meal or of an education?

What about the man unable to work? The widows with children? They get welfare checks or draw their husband's social security which stops when the child is 18. The mother is set a limit on how much she may earn and still be eligible for help. What about a college education for these children? Will some kind hearted "golden boy" with his millions come running to the rescue?

Our late President Kennedy asked us "what we could do for our country?" We could begin by using that precious

right of voting and using it wisely to keep the Barry Goldwaters, who have every need and more, out of our legislature. By giving each person of that one-third the right, if he seeks it, to put in print how he feels as a citizen.

We could forget our prejudices and dwell more on the thought: "We are our brother's keeper." We could get out and work for the person who has our best interests at heart.

I thank God for giving me all I have, and that I may in turn do for those who have need.

"For the poor we have among us always." There was no mention of illiteracy or laziness. There was mention, however, of "give-up all you possess, all your riches and wealth and follow me. Store up your treasures in Heaven, where no man breaketh through to steal them."

Would you do it for them, Mr. Goldwater?

Mrs. Charles W. Wood
Toronto, Ohio

Dear Sir:

I'm writing in regard to the insurance I recently received on the life of Ray Beaver.

I cannot express to you how appreciative I am of the fact, that through your union, a matter of such extreme importance, at a time like this, was both possible and available to me.

Needless to say, had Ray not been a union member of Local 175, I would have failed to receive such benefits, then I would have had years of indebtedness staring me in the face. But thanks to such benefits and provisions as you have for your members, my children and I will be able to enjoy a comfortable living.

I can only say, the value of such insurance as you have through your organization can never be over-estimated.

In closing may I add my sincere thanks and eternal gratitude to the union for the part it played in making my future a brighter one.

Wishing you all the continued success in the years that follow.

Sincerely yours,
Glenda Beaver
Parkersburg, W. Va.

Dear Sir:

I only hope I can express myself correctly. I will simply write as I feel it.

I am, have been, and always will be a devoted admirer of Mr. James Hoffa, and of his amiable wife, Mrs. Jo Hoffa.

The article on page 14 of the February, 1964, *International Teamster* magazine entitled "Everyone Is Discovering Poverty" was in that vein. I would agree, and I am positive because I think positive in these matters and think millions feel as I do. Mr. Hoffa has helped so many.

Mr. Hoffa is an ideal to many. My husband is a bakery route salesman, Local 802, under a good Teamster contract. We do urge congressional delegation to support the President Johnson in his War on Poverty.

"Charity certainly does begin at home." And at a time like this, truer words were never spoken.

I am simply a housewife, 29 years



Young Man, before you get organized here, you've got to come up with a Teamster card!

of age. But I do wish I could help somehow.

I wish someday I may meet Mr. and Mrs. Hoffa face to face. This is probably impractical, but I will continue to read the *International Teamster* magazine faithfully, and continue to be a devoted admirer of Mr. James Hoffa and the wonderful work he is accomplishing.

Mrs. Teresa Nieto
L.I., N.Y.

Dear Sir:

Thomas N. F. Brady and family have asked me if there is any possible way

of publishing an item of thanks in the *Teamster* magazine. If you will recall, his picture and a resume of the family's plight was published in last November's issue.

The response from Brother Teamsters was overwhelming. Many contributions were acknowledged personally, but some had no name or address. We concur with the Brady family and feel that if a public "thanks" were made, those who were unidentified would know that their help was appreciated.

Tom was released from the hospital in June, his condition unchanged. His Brother Teamsters, through their generosity, have provided a bedroom and bath on the first floor of his home, wheel chair ramps, and many small items too numerous to mention.

We shall be very grateful if you will in your own words, write a small note of thanks in our magazine to all those wonderful people.

Frank Abrimont
Secretary-Treasurer
Local 331

Dear Sir:

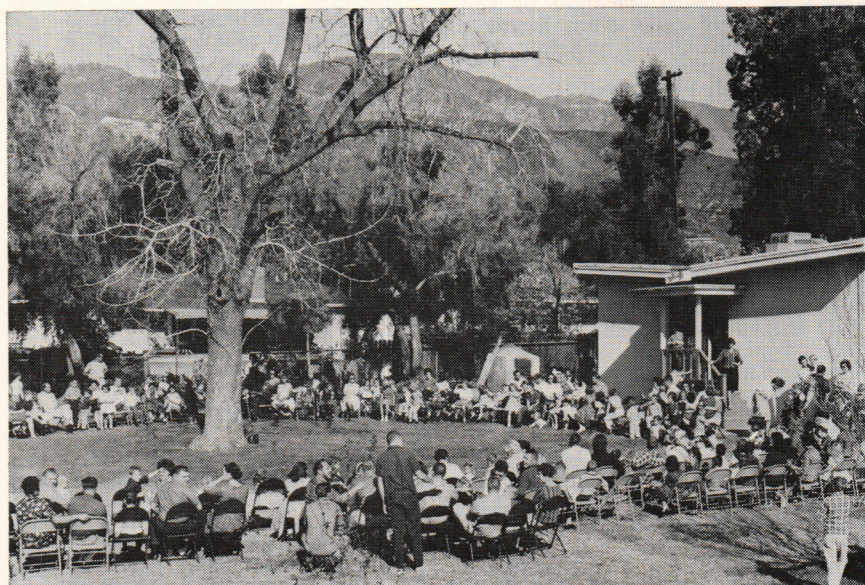
I would like to extend my sincere thanks to Mr. James R. Hoffa and the International Brotherhood of Teamsters for the most generous contribution to the CWA Christmas Strike Fund.

I am enclosing some pictures and newspaper clippings which will show you what a wonderful Christmas these Children had.

My sincere thanks to you, again,

Kay Wilson
Vice President
CWA Local 9508

Spirit of Brotherhood



The scene is at the grounds of Teamster Local 467, San Bernardino, California, where Members of Communications Workers Local 9508, on strike against Pacific Telephone for five months, held a gala Christmas party for CWA children under eight. The party was made possible through a \$1,000 gift from the International Brotherhood of Teamsters through President James R. Hoffa, and the cooperation of Local 467 president, Frank Wilson. Nearly 200 children had a Christmas despite their parents' strike against the power telephone company complex which began October 19, 1963.

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DEDICATED TO SERVICE

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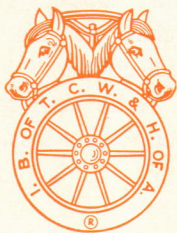
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March, 1964

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On Page 18, a SPECIAL REPORT

*Longshoremen, Pacific Maritime Association,
Take Enlightened Approach To Automation
and Technology.*



The International Teamster has an average monthly circulation of 1,506,608 and an estimated readership of 3,800,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

Editorial material should be addressed to:
Teamsters Union, Office of Public Relations and Publications,
25 Louisiana Ave. N. W., Washington, D. C. 20001.

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POSTMASTERS—ATTENTION: Change of address cards on Form 3579 should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 810 Rhode Island Avenue, N. E., Washington, D. C. 20018. Published monthly at 810 Rhode Island Avenue, N. E., Washington 18, D. C., by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in U.S.A. Subscription rates: Per annum, \$2.50; Single Copies, 25 cents. (All orders payable in advance.)

Message from the General President

Let's Pay-in-Advance

IT IS A LONG TIME, in this country, between passage of truly great pieces of legislation. Many laws are passed in each session of the Congress, but in any honest appraisal, what is turned out day after day in the legislative mill is really selfish interest legislation.

We can say, I think fairly, that to the best lobbyist goes the spoils.

Some people are hailing the tax cut as a truly great piece of legislation. It certainly will have its good effects and was long overdue. But, as one political observer put it recently, "it was the worst possible way of doing a good thing."

This observation is supported by the fact that those in the top 13 per cent of the income bracket will receive as much in tax relief as the remaining 87 per cent of the tax payers.

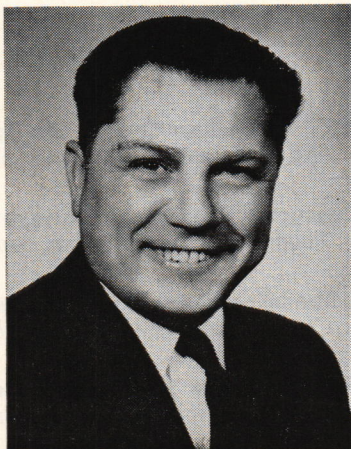
In the area of great legislation, however, a pay-in-advance medical care bill for the aged would compare with such great social milestones as the Social Security Act and the Wagner Act which freed organized labor.

I say pay-in-advance because a medicare program financed through social security would simply be a system in which the worker pays during his productive years into a trust fund to provide for his medical care when he reaches his retirement years.

Medicare through social security has been branded by the selfish-interest propagandists as "socialized medicine." This is very clever deceit.

The truth of the matter is that the current Kerr-Mills provision for medical care for the aged draws from the general fund, is financed by the government, and is in actuality a long way down the road to socialized medicine. And it is an inadequate approach to the problem.

The King-Anderson proposal for medicare through social security will accomplish the trick of stopping our drift toward socialized medicine in this country, and



will put the working people of the country on a pay-in-advance basis in providing for their old age.

We in organized labor who have helped ourselves through our unity and our collective bargaining should begin an intensive letter writing campaign to the House Ways and Means Committee to blast the King-Anderson proposal out of committee and onto the floor for a vote.

There are two reasons for doing this. One, we have a moral obligation to those who are over 65 and are in

need of medical care and the means for paying for it.

Secondly, all of us who currently work under good Teamster contracts will reach retirement age ourselves one day, and even though we have negotiated pensions to provide for our old age—that protection could be wiped out for those who incur medical expenses in retirement when their negotiated health and welfare coverage ends.

We should all demand this opportunity to participate in a pay-in-advance program for medicare, demand it by writing to the members of the House Ways and Means Committee. This measure, the King-Anderson proposal, should be voted upon before the politicians adjourn this session and return home to face reelection.

Write your letter today. King-Anderson is a must before this session of Congress adjourns.



FROM *the* FIELD

Compton Picks IBT Member

A hiring hall dispatcher for Teamster Local 357 in Los Angeles, John L. Le Flore, recently was named a member of the Human Relations Commission of the suburban community of Compton.

At its first meeting, the commission outlined its duties: "To investigate segregation in housing, employment, and education; to investigate police practices; to promote mutual understanding and respect among all racial, religious and nationality groups, and to prevent discriminatory practices amongst any such groups."

Le Flore, an active DRIVE member, visited the International Union headquarters in Washington, D. C., last summer as a winner in the DRIVE essay contest.

He also serves as a member of the Los Angeles Coordinating Council on Economic Development and Employment, and as a member of the Employment Committee of the United Civil Rights Committee.

Driver Retires At 3 Million

John W. Hagert, Sr., a member of Teamster Local 557 in Baltimore since 1938, retired recently with a record of 3 million safe miles of driving and 37 years' service to a single employer.

Hagert was never involved in a preventable accident during his career as a driver for Davidson Transfer & Storage Co.

His record through the years qualified him for the National Safety Council's safe driver award. In May, 1962, the Maryland Motor Truck Assn., named him safe driver of the month.

E. E. Metzinger Retires at 420

E. E. Metzinger, a charter member of Teamster Local 420 in Los Angeles, retired recently after 30 years of union leadership.

Metzinger served as business representative, president, and since 1955 as secretary-treasurer of Local 420.

Mueller Heads Joint Council 39

A. E. Mueller, secretary-treasurer of Teamster Local 695 in Madison, Wis., has been named by Teamster Joint Council 39's executive board to complete the unexpired term of former president, Emmett E. Terry, who retired recently. Terry left the post for reasons of ill health.

Heart Attack Kills Agent

Charles H. Schulte, a business representative for Teamster Local 610 in St. Louis, died recently after a heart attack.

Schulte, a truck driver for 20 years, served as vice president of Local 610 from 1955 to 1960. He became a business representative in 1956.

92-Year-Old Teamster Is Dead

Eugene Francher, 92-year-old retired official of Teamster Local 282 died last month.

Born in Cossackie, N. Y., Francher retired from the labor movement in 1935.

He is survived by a daughter, and two sons, one of whom—William—is on an honorable withdrawal card from Local 282, which he took to move on to a position with the City of New York.

N. J. Teamsters Set Bowl Meet

A statewide Teamsters Bowling Handicap Tournament will be held at Edison Lanes, Edison, N.J., May 17, May 24 and May 31. Sponsored by Teamster Local 701, the tourney is ABC sanctioned.

The meet will include 5-man team events, 2-man doubles, singles, and an all events category. All entrants must be members in good standing of a Teamster local union in the State of New Jersey.

This is the second annual tournament sponsored by Teamster Local 701.

Dairy Group Joins Up

Milk and Ice Cream Drivers and Dairy Employees Local Union No. 336 has been certified as bargaining agent for nearly 300 plant employees of the Lawson Milk Company, a division of Consolidated Foods in Cleveland.

The end to an eight year campaign to organize the workers came late in January in a National Labor Relations Board Election when the workers voted for Teamster representation.

Reporting on the election victory, Local 336 President Arthur Frindt, stated that "past negotiations have always resulted in many gains for the drivers whom we organized in 1956. The company always passed all these gains onto their plant employees, making it difficult to organize this division."

Now, the plant employees, too, are in the fold.

STATE OF THE UNION

Western Conference Workshop Attracts Top Speakers

MORE THAN 500 delegates from local unions in the 13 Western States and Canada attended a three-day workshop sponsored by the Western Conference of Teamsters in San Diego, California, last month.

At luncheon and dinner sessions, delegates heard speakers discuss subjects ranging from employer views on collective bargaining, to medicare for the aged, to procedure and accommodation of the National Labor Relations Board, to the nature and significance of political action, to the dimensions of poverty in America.

The workshop heard from Sidney Zagri, DRIVE director and legislative counsel for the International Brother-

hood of Teamsters, who surveyed the political climate in the Western States in the upcoming general election.

Zagri also unveiled for the delegates a new presentation in audio-visual aides which are available to local unions in presenting and developing programs of political action.

Arnold Ordman, general counsel of the National Labor Relations Board, told the delegates that Teamsters Unions throughout the country are among the most active of all labor unions in organizing the unorganized.

Touching on the problem of unemployment in America, Ordman told the delegates:

"We are not losing jobs today in

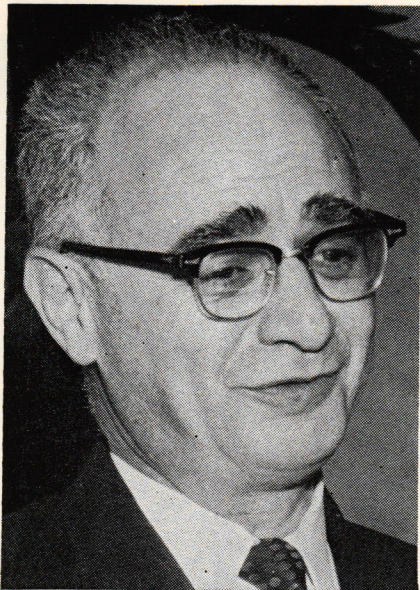
any appreciable amount because of strikes. We are not losing jobs today in any appreciable amount because of industrial strife. But we are losing jobs, losing them to automation, to technology, to higher rates of productivity per man hour. And because consumer income has not kept pace with productivity, because domestic markets have been unduly restricted, our economy is not flourishing as it should be."

The workshop heard from Prof. J. B. Billingham, chairman of the department of economics, University of Washington; from Al Brundage, legal counsel, Western Conference of Teamsters; from Gordon Johnson, manage-

Partial view of more than 500 delegates to the Western Conference of Teamsters workshop held last month in San Diego, California. The three-day workshop sessions brought delegates from the 13 western states and from Canada, and

attracted such famous personages as Arnold Ordman, chief counsel for the National Labor Relations Board, and Michael Harrington, noted author and lecturer.





Arnold Ordman, chief counsel for the National Labor Relations Board, was a banquet speaker on the subject of "Collective Bargaining and the War Against Poverty." He spoke of labor's "prodigious contribution" to solving the crisis of the 1930's. "You have it within you to make an equally solid contribution to the solution of the problems of the 1960's," Ordman declared.

ment attorney from San Francisco, who discussed employer views of the changing nature of the collective bargaining process.

The Hon. Jesse M. Unruh, representative in and speaker of the 65th California State Assembly, acknowledged that political influence of Team-

Jesse Unruh, speaker of the 65th California State Assembly, told workshop delegates that Teamster political influence is beginning to be felt, but called for even a greater political effort by the world's largest trade union.



sters on all levels is on the increase. "DRIVE," Unruh said, "is becoming a really significant factor in our national political scene."

However, the California political leader declared that "the Teamsters' gains in membership and your growing political influence, though by no means negligible, are pitifully inadequate when measured against the opportunities for organized labor to grow in influence and strength."

Unruh called for an even greater effort by Teamsters on the political scene.

Next the delegates shifted their interest to racial relations and heard an address by William L. Becker, Assistant for Human Relations to California Governor Pat Brown. Then, the workshop went on to medical care for the aged through social security, and listened to Dr. Russel V. Lee, Palo Alto doctor who once served as a member of President Truman's Commission on Health Needs of the Nation.

Benjamin Aaron, director of the Institute of Industrial Relations and Professor of Law at the University of California at Los Angeles, addressed a session on "Government, the Community and the Union."

Capturing the imagination and the hearts of the Conference delegates was a relative stranger to Teamster circles, Michael Harrington, author and lecturer and consultant to President Johnson in the President's war on poverty.

Harrington was one of the first to outline the dimensions of American poverty in his book "The Other America—The Culture of Poverty in the United States." The book has suddenly become a hot item in the nation's bookstores since the recent national attention to the problem of poverty, and Harrington belatedly is being recognized as one of the few experts on the subject of poverty in America.

He told Western Conference workshop delegates "If the American labor movement does not enlist in the War on Poverty, that war cannot be won."

The young author and sociologist called President Johnson's declaration of war on poverty "only a modest beginning" which in its first phase is one of "good fellowship."

Harrington reminded his audience that 30 to 40 years ago, those now enjoying a measure of affluence be-



Michael Harrington, presidential consultant and author of "The Other America—Poverty in the United States"—the book outlining dimensions of poverty in the nation, captured the imagination and interest of workshop delegates with his address in which he declared that any war on poverty will fail unless the trade union movement enlists in the fight.

cause of the labor movement were in the position now occupied by the nation's poor.

He called the problem a "moral one," but issued a challenge to the selfish man also to join the fight by realizing that society cannot afford its pockets of poverty.

Outlining a study on the subject of poverty in a western city, Harrington said that 8 per cent of the city was blighted, a slum area. The same

Sidney Zagri (left), legislative counsel and DRIVE director for the International Brotherhood of Teamsters, discusses the political scene in the Western States with Western Conference Director and International Vice President Einar O. Mohn.





Al Brundage, chief counsel for the Western Conference of Teamsters addressed workshop delegates on the subject of "Legal Problems and Solutions in Organizing, Collective Bargaining and Union Administration."

area contained 20 per cent of the population, paid only 12 per cent of the taxes.

Yet, it accounted for 50 per cent of the city budget spent on health services, required 41 per cent of the police protection afforded by the city, and accounted for 36 per cent of the juvenile delinquency in the city.

"Slums cost a tremendous amount of money to maintain," Harrington declared. "If we used the money we now spend to support poverty to

Sidney Zagri, director of DRIVE and legislative counsel for the International Union, discussed the political climate in western states and its relation to the upcoming general election in the Fall.



eradicate poverty, we would be ahead of the game."

Harrington listed four groups of people in the country who actually lobby for and stand for poverty in our midsts:

1. The conservatives in congress who oppose every social welfare measure to be proposed.
2. Doctors of the American Medical Association who oppose medicare for the aged through social security.
3. Racist politicians.
4. Realtors who plan our cities and do not want to abolish slums.

"Those are the people in our political setup who actually lobby for the maintenance of poverty," Harrington said.

Outlining a general program for solution of poverty in the country, Harrington called for:

1. Broad public works programs to provide jobs which the private sector of the economy is not producing.
2. Education to prepare those who have been rendered irrelevant to the industrial society by technological advance.
3. Housing to eliminate the cultural aspect of poverty where being poor has become a way of life.

Political Realignment

Harrington suggested that if we undertake a program to tear down the slums, "Let the people of Harlem tear down the slums and build the new housing."

Declaring that the war will not be a short one, Harrington surmised that the battle must be organized around those trade unions which are still active, that the Negro movement must be a part of the coalition against poverty, and that liberals and religious groups who seek to eliminate poverty must be part of the army.

"If the battle is to be won, we can't accept the political status quo," Harrington warned, "but there must be a realignment of American politics."

In the workshop's one open session, delegates discussed the problems of consumer boycotts and means and methods to make such boycotts more effective. Einar Mohn, Conference Director, called the problem of making consumer boycotts effective one of the major problems facing organized labor today.

This was the second in a series of Western Conference workshops which are held every other year. All sessions were chaired by Western Conference



Chairman of the Western Conference of Teamsters Einar O. Mohn, who chaired the workshop sessions and whose administrative planning made the program a huge success.

Chairman and International Union Vice President Einar O. Mohn.

Currently plans call for a continuation of the Workshop on an every-other-year basis, with the regular Conference meeting being scheduled on a regular basis during the alternating years. Formerly, the Western Conference met every year. The Workshop was innovated two years ago.

Benjamin Aaron, director of the Institute of Industrial Relations and professor of law at the University of California at Los Angeles, former executive director of the War Labor Board, spoke on "Government, the Community and the Union. Aaron served as a neutral member of the arbitration board in the recent railroad labor dispute.



Consumers Continue Boycott Against Banquet Brand Foods

Banquet Brand frozen foods processed by the F. M. Stamper Co., remain the focal point of a nationwide consumer boycott observed jointly by members of the Teamsters Union and the Butcher Workmen AFL-CIO.

Unfair labor practice charges filed by representatives of both unions are still pending against the Stamper firm which has plants in several different states.

The boycott is now in its second year.

Stamper has resisted unionization by the usual methods including token pay raises, reduced work schedules, and slight improvements in conditions for the employees. Union workers employed elsewhere in the food processing industry, however, have difficulty maintaining their present contract standards or improving them so long as other operators continue low wage policies.

The Banquet brand is found on some frozen poultry and turkey dinners, tuna, beef and chicken pies, beef stews, frozen fruit pies, and other frozen foods.

Such products with the following federal USDA inspection numbers are considered scab products by both the Meat Cutters and Teamsters International Unions acting jointly as the Central Missouri Organizing Committee: Numbers 9, 106, 107, 347, 370, 758, 940, 1059, 1145, and 1591.

Teamster Unions Maintain Lead In NLRB Votes

Teamster Unions across the land are continuing their organizing superiority according to election records kept by the National Labor Relations Board.

Returns covering the month of November, 1963, show there were a total of 591 representation elections of which 323 were won by all the unions involved—a percentage of 54.7 per cent.

Teamster unions participated in 159 elections, or 26.9 per cent of all the

elections, and won 84 of them for a mark of 52.8 per cent.

Teamster unions participated in 130 single union elections last November, winning 72 or 55.4 per cent, and in

29 multi-union elections, winning 12 or 41.4 per cent.

The NLRB record showed also that Teamster unions took part in 30 per cent of all the single union elections and in 48.3 per cent of the multi-union elections.

The total number of employees eligible to vote in all the total units won by Teamster unions during the period was 2,049.

Scabs at Work On Encyclopedia

THE MOST knowledgeable scab in the world is still nothing but a scab!

That fact is being encribed on the minds of men everyday in Kingsport, Tennessee, where four printing trades union and the Machinists have been on strike against the Kingsport Press since March 11, 1963.

Kingsport Press does work for:

1. Encyclopedia Britannica;
2. World Book encyclopedia;
3. Book of Knowledge.

Since March 11, 1963, when the five unions went on strike, Kingsport Press has operated with scabs and unskilled strikebreakers.

On strike are Bookbinders No. 82, Electrotypers No. 175, Machinists No. 1694, Printing Pressmen No. 336, and Typographical No. 940.

Main hitch in settlement of this strike is the company's insistence that each new employee it hires replace a striker. This is an obvious attempt by the company to break the unions.

For years the five unions had gone their separate ways in negotiations with the company. Thus, the company's formula was to offer the same contract to each union, hoping that one union would accept and force others to do the same. Until last year, the formula had been successful; but when the last contract expired, all five unions joined in a Unity Committee determined to break the company formula.

Over 1700 employees walked off their jobs last March. The strike is still effective, and the unions are convinced that through their Unity Committee, they can win the dispute.

However, during the strike, hardship cases have sprung up. These hardship cases are being handled by Allied Kingsport Press Unions, P.O. Box 1097, Kingsport, Tennessee.

International Teamster Vice President John O'Rourke (left), president of New York Joint Council No. 16, is shown presenting a check for \$1,000 to Joe Heilman, VP of the International Bookbinders Union. The money was collected just prior to Christmas to buy clothing for the children of Kingsport Press strikers. The struck company does work on Encyclopedia Britannica, World Book encyclopedia, and the Book of Knowledge.



Determination Wins Good Contract For Teamsters at Ideal Roller

AFTER a 10-month strike, a precedent-setting court case, and intensive contract negotiations, some 122 mem-

bers of Teamster Local 810 in New York City have unanimously ratified a highly satisfactory collective bar-



Ray Schoessling

Schoessling Gets Labor Leadership Award

The 1964 Festival of Leadership in Chicago last month named Teamster Ray Schoessling as one of "11 citizens who excelled all others during 1963 in their chosen fields of endeavor."

Schoessling, president of Beer and Soft Drink Drivers Local 744 and President of Teamster Joint Council 25, received the Labor Leadership Award.

His award was made for devoting himself to the welfare of both workers and the total community. The award notes his work for youth and the Boy Scouts. Earlier last year, Schoessling was the guest of honor at the annual labor union Lunch-O-Ree, a banquet at which funds were raised to help expand the work of Boy Scouts in the Chicago area.

The Festival of Leadership banquet was attended by more than 1,700 who heard the Most Rev. Fulton J. Sheen, director of Propagation of the Faith and auxiliary bishop of New York, as the principal speaker. Funds from the banquet provide scholarships for 400 boys studying for the priesthood in Carmelite seminaries. The affair is sponsored by the Society of the Little Flower.

This was the 8th annual such banquet.

Schoessling, long recognized as one of the nation's leading labor leaders, has been a Teamster since 1926, when he went to work as a driver for the Prima Brewing Company. He was born in Des Plaines, Illinois, and went to school in Chicago.

Ray Schoessling and an Eagle Scout shown during ceremonies last year when Schoessling was honored at the annual Lunch-O-Ree in Chicago, a banquet which annually raises money to support Boy Scout activities in the Chicago area. Schoessling is both president of Teamster Joint Council 25 and Beer and Soft Drink Drivers Local 744.



gaining agreement with Ideal Roller & Mfg. Co.'s plant on Long Island.

It's an even bet those members will observe and police the terms of their agreement carefully, because they won it the hard way.

The struggle netted a 3-year contract providing a 35-cent general wage increase, improved seniority and welfare and pension benefits, better vacation schedules, and other conditions considered standard in Local 810 agreements.

Reinstatement

It also provided for the reinstatement of 11 employees that had been fired for union activity.

Milton Silverman and Max Sanchez, president and vice president respectively of Local 810, negotiated the agreement. They gave credit for a great deal of help to General President James R. Hoffa, who extended his personal attention as well as financial assistance, and to International Vice Presidents John O'Rourke, president of New York Joint Council of Teamsters 16, and Harold Gibbons, president of St. Louis Joint Council of Teamsters 13.

The strike began almost a year ago—at midnight, March 31, 1963—when the workers, weary of continued delay and management's disregard for their contract proposals, voted to walk out.

The strike vote was significant in that the Ideal employees had voted only 2 months earlier to be represented by the Teamsters Union. There had been a 3-year organizing campaign at the plant which produces printing press rollers.

Pickets

Pickets shut down the struck Long Island City plant immediately. To support the strike, Local 810 also established picket lines at Ideal's other 4 plants scattered across the nation—in the South, on the West Coast, in New England, and near Chicago's lake front—even though they were not on strike.

The company countered by changing its pattern of operation at the Chicago plant where it had previously been Ideal's method to ship and receive goods by truck. Its own employees normally unloaded trucks and handled materials on the company's docks.

But after Local 810's pickets went on the line, Ideal went to Silver Star

Storage, Inc., and signed a contract under which shipments intended for Ideal at Chicago were shipped instead to Silver Star's warehouse, unloaded there, and placed in boxcars. When a boxcar was filled, it was then sent to Ideal by rail.

This procedure was reversed for shipments out of Ideal's plant.

Local 810, joined by Teamster Local 743 in Chicago, informed Silver Star it would be picketed if it handled Ideal merchandise. Silver Star handled it anyway, and the Teamsters extended the picket line to that company. Employees of various motor carriers refused to cross the picket lines to handle Silver Star shipments consigned to Ideal.

Injunction Denied

At this point, the National Labor Relations Board jumped into the fray. The NLRB charged the Teamsters with violating the secondary boycott provisions of the Taft-Hartley Act and asked the court for an injunction restraining picketing at Silver Star.

Federal District Judge Hubert Will denied the injunction with a decision widely interpreted as upholding "trade union rights."

He ruled that a secondary employer—as was Silver Star in this case—is

an "ally" and is engaged in "struck work" when it performs services or work previously performed by employees of a lawfully picketed plant, even though such workers are not on strike but are prevented from performing services or work by the lawful picketing.

After this decision, which came late last summer, the strike settled into a classic labor-management battle.

Local 810 broadened its campaign by appealing to unions and companies in the printing business. Soon AFL-CIO and independent unions alike joined with the Teamsters in bringing pressure to bear against Ideal as the word spread that the roller manufacturer was "unfair to organized labor."

Chief among those who came to the aid of Local 810 was Bertram A. Powers, president of New York's powerful Typographical Union which went through a tough strike-lockout successfully a year ago.

Powers wrote in his union's magazine: "All printing unions are cooperating with Teamster Local 810 in this fight against a union-wrecking employer. Members who have occasion to order proof press or other printing rollers in their shops should avoid buying the Ideal product at this time."

Dozens of others helped, also. There were so many, in fact, that strike leaflets were limited to descriptions of support with a reference to "many others" because there wasn't enough room on the paper.

Negotiations finally resumed and after more than 60 bargaining sessions, an agreement was reached.

When the Local 810 members employed at Ideal met to ratify the new contract, Silverman said:

"I know that you will go back to the plant in the same manner as you conducted your strike—with your union, with all the trade union movement, with unity."

• Local 299 Wins

Teamster Local No. 299 was recently certified as bargaining agent for nearly 60 employees of Shawinigan Resins Corporation, Trenton, Mich.

Certification followed a successful organizing campaign by Local 299, climaxed by a National Labor Relations Board supervised election in which the workers cast a strong majority for representation by the home local of Teamster General President James R. Hoffa. Hoffa is also president of Local 299.

• OCAW Raid Nipped

Teamster Local 866 has turned back a raid by the Oil, Chemical and Atomic Workers at Trubek Chemical Company, in East Rutherford, N. J.

By a more than 3 to 1 majority, Trubek employees voted in a National Labor Relations Board election to continue their affiliation with the Teamsters which began back in 1962 when Local 866 was first certified as bargaining agent.

Reporting on the Local 866 success, local union Secretary-Treasurer Andy Contaldi stated that the AFL-CIO affiliate "hit us with the same old phony charges with quotations from newspapers. Most of their circulars were unsigned.

"We compared our present Trubek contract with some of the AFL-CIO affiliate's recently negotiated agreement, as we are far ahead of them. That made the difference in the election," Contaldi declared.

Negotiations for a new agreement are now in progress.



With the tense strain of a 10-month strike showing on their faces, these members of Teamster Local 810 are pictured at a meeting where they ratified a satisfactory agreement with Ideal Roller & Mfg. Co., plant at Long Island City.

Cool Jazz Part of New Format For Local 738's Union Meetings



Michael J. Fomusa

... a new format for union meetings.

"The Saints Came Marching In," when Teamster Grocery and Food Products Local 738 dedicated its new headquarters at 205 W. Wacker Drive in Chicago, recently, in a mixture of cool jazz and union business.

Michael J. Fomusa, secretary-treasurer of the Chicago Teamster local union reported that "we've scored a first with the opening of a union meeting on a jazz beat."

The occasion was the first meeting in the local union's new meeting hall, which is close to all types of transportation in an attempt to make it easy for union members to attend.

"We believe we can attract more members to our new meeting hall," Fomusa stated. "More important, we are planning a series of entertainment and educational features of interest to our members as workers and as citizens."

The union has speakers at each meeting on current issues facing labor in a program arranged by the Labor Education Division of Roosevelt University.

With the warm-up provided by Bob White's North Shore All Stars, an eight-man unit of union musicians, members were in the mood for talk.

The principal speaker was Joseph M. Jacobs.

"The trade union movement throughout its history has brought freedom, hope, and progress to millions of people," Jacobs said. "Fifty years after the American Revolution for independence, the Mechanics and Workingmen's Society of New York started the movement for free public education. Organized labor has practically eliminated the sweatshop, but unions are still in the fight against oppression and poverty," Jacobs reminded the Local 738 unionists.

The veteran labor attorney warned that the National Association of Manufacturers has a long range program to remove the influence of trade unions in American society.

"They know that by weakening the collective bargaining strength of unions, the reactionary forces in the nation can defeat the movement of people for equality and for a better way of life," Jacobs said.

He pointed out that vigorous political action by unions is the means of stemming the legislative tide against unions.

To the theme of "The Saints Come Marching In," Local 738 pioneered a new format for union meetings—entertainment, education, mixed with union business. It promises to make Teamsters Local 738's union meetings one of the best attended union affairs in the nation.



I've got a problem, Mother. All Fred does is shine his Teamster emblem.

How Hoffa Helped Us

(Editors Note: The following letter to the editor appeared in a recent edition of the Milwaukee Journal.)

To The Journal: I don't expect to see anything commendatory to James Hoffa printed in a paper that appears to be as dedicated to his vilification as is The Milwaukee Journal. Yet, let me illustrate the effect of the "notorious" Teamster union on the fortunes of one family, our own.

After 25 years of white collar service with a leading department store, during which my husband's base salary was so meager and his commissions on an increasingly competitive product became so infinitesimal that it was necessary for me to work to maintain the ordinary standards of living, he was fortunate enough to find a job with a company whose employees were represented by James Hoffa's Teamsters' union.

My husband used to work as much as 60 hours a week at the store, with no increase in pay. Now, in 40 hours he brings home more than what our combined checks used to be. At last I was able to quit work and take a long needed rest.

We have medical and hospital protection, life insurance, a pension plan. He already gets two weeks' vacation with pay. In his last year at the store he was given one week (although, according to store policy, he was entitled to four). Yet, this being all that was offered, what choice had he but to accept it?

In union, and only in union, does one man have strength. Oh, certainly, some superior persons by dint of personality, ability, intelligence or connections can rise alone. But the average man needs the union to present and protect his needs.

Jimmy Hoffa's union fulfills its purpose ably and well. No other labor leader can claim to have achieved more benefits than he has for the members of his union. MRS. A.A. S. Kansas av., Milwaukee.

Goodwill Industries' Clothing Drive Gets Teamster Assist in Detroit

TEAMSTER members in cities across the land often are contributing their time and brawn to some worthy project, and Teamster volunteers from local unions in Joint Council 43 at Detroit responded typically in a recent appeal.

The appeal came from the Goodwill Industries of Greater Detroit and sought help from Teamster drivers to handle trucks in the annual Boy Scout "good turn" clothing drive for the Goodwill Industries.

In 4 previous years, the local unions had responded and again the members stepped forth to give their aid.

Later, International Vice President Frank E. Fitzsimmons received a word of thanks from Goodwill officials who wrote:

"The drive was a tremendous success, and could not have been accomplished without the help of Teamster drivers."

Besides clothing drives, Teamsters in recent months have driven trucks carrying food to distressed Negroes in the middle of Mississippi; have helped collect and transport food and clothing to destitute mining families in Hazard, Ky.; have carried discarded Christmas trees to storm-wracked beaches to shore them up and save communities; have helped rescue flood victims—as they do every spring, and generally responded to community needs whenever and wherever they arose.

At the central collection point, Teamster volunteers pile up the sacks of used clothing contributed by Detroit citizens in the annual campaign for Goodwill Industries.



A quick snack for energy was available for the Teamsters helping in the "good turn" drive. Here one volunteer serves sandwiches to other volunteers.

Teamsters from Joint Council 43 in Detroit are shown loading sacks filled with used clothing collected by Boy Scouts in their annual "good turn" drive.



Pay in Advance Medicare Advocated by Teamsters

The International Brotherhood of Teamsters is calling on Congress to pass this year a "pay-in-advance" medical care program for the aged through the social security system.

The current Kerr-Mills program is a \$350 million drain on the general fund of the treasury, whereas the King-Anderson measure would call for payment in advance which would be held in trust until the worker reaches 65. Then, when he needs assistance the worker would have banked, during his working years, a fund to care for his needs in old age.

What the working man wants is for Uncle Sam to accept 25 cents from himself and 25 cents from his employer per week. The 25 cents per week from his employer would be in lieu of wages.

In the meantime, the worker is saying to Uncle Sam that he is willing to continue to pay a \$1 per week from his wages to meet the medical care costs of other persons. He currently is paying that amount—out of his taxes—for such people as depen-

dents of the Armed Forces, Veterans, and for other public health programs. He is paying this in federal and state taxes under the current Kerr-Mills program.

Preferring a pay as you go (or rather a pay in advance) program for medical care for old age, the International Brotherhood of Teamsters looks upon Kerr-Mills as a stop-gap program. Many aged people are being helped by it in some states. In other states, less hospital and medical care is offered. In still other states, no participation in Kerr-Mills is subscribed to, with the consequence that those in need of assistance in medical and hospital care go without.

What the rank-and-file Teamster (who has worked under a good contract during his productive years and is used to paying his own way) fears most is that in his old age he will have to switch to a hat-in-hand approach to medical care. The rank-and-file Teamster does not want to sit in an ante-room waiting for a social worker to approve his entry into a

hospital room. Neither does he want his aged parents to submit to a means test before they can qualify for help.

Supporting the pay-in-advance approach to medical care for aged years, Teamster Legislative Director Sidney Zagri appeared recently before the House Ways and Means Committee calling for passage this year of the King-Anderson program for medical care through social security. On behalf of the International Union, Zagri told the committee:

"Members of the Teamsters Union and their families are covered by a comprehensive health and welfare program negotiated by the union with management, covering the bulk of medical needs during the member's working years.

"However, the moment the member retires, health and welfare protection comes to a halt—at a time in life when the member needs it most."

The greatest threat to a Teamster's security in old age, security he has obtained through negotiations during his working years "is the rising incidence of illness and the consequent medical costs, which will be two to three times as great in his 60's and 70's as it was during his working years, and he is without protection," Zagri told the congressmen.

Can't Afford It

Commenting on the limited nature of insurance protection enjoyed by older people, Zagri pointed out that "almost half of all old people have no insurance protection at all. This is not because of indifference, but because they cannot afford it."

Zagri branded the current 'public assistance' philosophy as "an insult to the aged."

The Teamsters Union rejects the idea that old people should have to sacrifice all their meager possessions before the public comes to their aid.

Under King-Anderson, payments would be made in advance, and the public assistance approach of Kerr-Mills would be abandoned.

Zagri told the committee that the International Brotherhood of Teamsters calls for immediate passage of the King-Anderson plan for medicare through social security so that the Congress can vote on the measure before the November elections.

Under the Teamster advocated pay-in-advance philosophy, the nation can be saved from an extension of socialized medicine to which Kerr-Mills has opened the door.



Sidney Zagri (left), legislative director for the International Brotherhood of Teamsters, discusses medical care for the aged through social security with two members of the House Ways and Means Committee prior to his testimony before that group on medicare. Shown with Zagri are Thomas Curtis, of Missouri, (center) and Cecil King, of California, (right).

R. J. Bennett Retiring As IBT General Organizer

R. J. Bennett, with a record of union activity dating back to 1914 and Teamsters Union affiliation dating



R. J. Bennett

back to 1923, retired recently as a General Organizer.

Bennett's history in the labor movement began nearly 50 years ago when he served as the secretary-treasurer to a Miners Union in Southern Illinois.

1923, he moved to Michigan and affiliated himself with the then Coal and Ice Drivers Local 270, serving that union in minor capacities. In the late 1920's, Local 270 was disbanded and a new organization, Teamster Local 247, was chartered.

Bennett served Local 247 as recording secretary until 1934 at which time he was elected secretary-treasurer of Teamster Joint Council 43 in Detroit.

He joined Joint Council 43 as its secretary-treasurer until 1941 when he was appointed International Representative for Michigan by the late General President, Daniel Tobin, a post held by Bennett until his retirement.

Through the years, Bennett served most of the Teamsters Unions in Michigan and was instrumental in

forming the Michigan Conference of Teamsters back in the late 1930's.

Robert Holmes, secretary-treasurer of Joint Council 43, commented at Bennett's retirement:

"It goes without saying, that we in Michigan are proud of Mr. Bennett and wish him health and happiness in what we hope are his long years of retirement."

• Omaha Charge Upheld

A National Labor Relations Board trial examiner decided recently that Sample Hart Motor Co., of Omaha, Neb., violated the law when it discharged Randall C. Sawyers because of his activity for the Teamsters Union, finding no merit in the employer's claim that Sawyers was fired for breaking the contract.

Teamster Local 554 filed the unfair labor practices charge on behalf of Sawyers.

The NLRB examiner noted in his report that Sawyers was a body man who did outside work on his own time. The motor company said it discharged Sawyers because he admitted doing competitive jobs in violation of the contract.

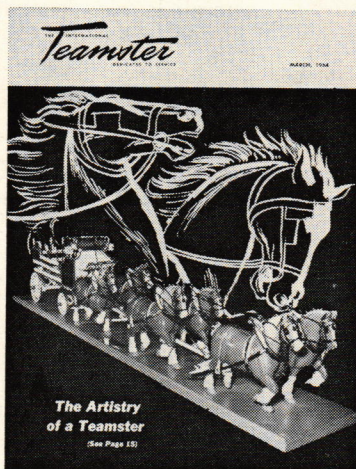
The examiner reminded, however, that the employer had never objected to Sawyers' outside jobs and also that the worker had denied any admission of a contract breach.

Pointing to the timing and setting of the discharge, the examiner inferred that Sawyers was terminated because "on the day before, as a member of the union's negotiating committee, he had criticized the respondent service department and had been outspoken in support of demands for changes and improvements in the collective bargaining agreement."

The examiner concluded that the employer used Sawyers' moonlighting as a pretext to charge him with a breach of contract and justify his dismissal.

Ohio Teamster Carves Unusual Miniatures

Howard Quiggle of Painesville, Ohio—a member of Teamsters Local 293 in Cleveland—created the extraordinary carving of a 6-horse brewery wagon and hitch portrayed on this month's cover of *The International Teamster*.



Brother Quiggle has been carving horses for more than half a century. He forwarded this unusually fine example of his work to General President James R. Hoffa. The team and wagon (the horses, from hooves to ears, are nearly 11 inches tall) are displayed atop a cabinet in the General President's executive suite at the International headquarters in Washington, D. C.

A farm boy originally, Quiggle has been a lover of horses for years while working as a groom and trainer. With a pocket knife and simple tools, he produces six, eight, and twelve-horse hitches from basswood. He shods each horse with steel shoes, makes all harness and hardware, and paints the miniature realistically.

ESCANABA DAILY PRESS

from Feb. 1, 1964

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DAILY PRESS

Trial Of Hoffa

Much as we dislike the Teamsters Union chief's vertical and horizontal economic philosophy for organization and control of his union's membership, we dislike even more the unmitigated use of federal judicial power to put him behind bars.

James Hoffa may have made some mistakes in the operation of his huge union, but mistakes are also made by the executives of big corporations. The Ford Motor Co. lost a lot of money when it introduced the Edsel. Big banks lost another big bundle when their executives and subordinates failed to check their warehouse receipts against the actual holdings of a large vegetable oil firm in the East.

What happened? The New York Stock Exchange came to the rescue of the brokers who went broke, and the banks involved absorbed their losses. It is our view that the stock exchange should not have bailed out the brokers involved at the expense of other members. This is only a license for laxity. (Don't worry, Jack, our big brothers will get us out of this.)

★ ★ ★

What we are leading up to is this: There is fraud rampant in high places; multi-million dollar organized crime on high and low levels; corruption in government at all levels, federal, state and local.

We have a Central Intelligence Agency, highly secret, that is supposed to protect our national interests and security. We also have the FBI that is working along parallel lines. Neither of these fundamental agencies has been able to stamp out the narcotics racket or organized crime. Yet we now see the U.S. attorney general, Robert Kennedy, making a political career out of the prosecution of Mr. Hoffa.

There comes a time when prosecution can change to persecution. We think this time has been reached at Chattanooga. While we may not be exactly correct in a complex legal sense, we believe that Hoffa is being placed in double jeopardy. He has been tried in numerous courts on a number of counts. This case is the sixth or seventh. The numbers are not as important as the unnecessary effort of the Justice Department to put a very competent labor leader behind bars.

Whatever indiscretions Hoffa and his far-flung organization may have committed are infinitesimal compared to the use of federal power to crush a single individual who, in the normal course of life, will be here today and gone tomorrow.

We think that Hoffa's economic thinking is haywire, but at the same time we think he deserves credit for standing up for what he thinks is right. Some of his top men have resigned. We do not know why. Perhaps they could not stand the pressure, or perhaps it is a move to take over from Hoffa.

What Hoffa and his union do is their own business, providing they remain within federal law and the laws of the states. If they get too far off base, the general public and business competition will chop them down to size.

To the best of our knowledge, Hoffa has never stood on the Fifth Amendment to protect his rights. That is a lot more than we can say for many individuals who have had connections with the Federal Government.

We exported Lucky Luciano to Italy because he was one of our vice kings. Perhaps we should have kept him here to keep our numerous federal agencies informed about the facts of vice on a high level.

★ ★ ★

We hope Hoffa is exonerated at Chattanooga in justification of judicial morality, that the Justice Department spends its time and money on more important matters and that Congress, the fundamental lawmakers, who represent the people, take a long and hard look at themselves, individually and collectively, some morning when they get up to shave. If they examine their minds and their numerous consciences, they might rediscover some of the cornerstones of law and humanity that have made the United States a great and powerful nation.

If Hoffa is wrong in his economic thinking, time and events will catch up with him and his union sooner or later. In the meantime, we suggest that the Justice Department close its case on Hoffa and concentrate on closing the files on far more important cases that have been pending too long.

Longshoremen, Pacific Maritime Take Enlightened Approach To Automation, Technology

ONE OF THE most intelligent and enlightened approaches to man's battle with machines for jobs has been made by the International Longshoremen's and Warehousemen's Union and the Pacific Maritime Association.

Under the agreement between the ILWU and the Pacific Maritime Association, the impact of automation among longshoremen on the West Coast has been softened for those who are replaced by machine and advanced technology, and job security for those who remain has been given real meaning.

The agreement covers thousands of workers in the ports of California, Oregon, and Washington. Called the Mechanization and Modernization Agreement, it went into effect January 1, 1961, and will not expire

until 1966. Experience under the agreement was recently discussed in a booklet called "Men and Machines." The booklet was jointly published by ILWU and the Maritime Association. In it, ILWU President Harry Bridges discusses the impact of automation which has struck the waterfront. Bridges states in the booklet:

"The rub is that as machines become more efficient they become cheaper than people. Not until we change our own thinking, not until we put people first, or much higher, in our scale of values, and appraise the performance of our society by this measure more than any other, can we guarantee that modern technology will have been a boon to the American nation and not a blight."

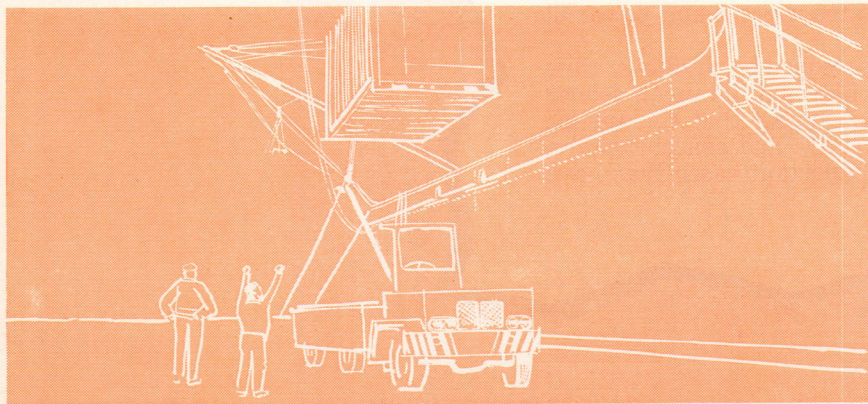
It was the job of Bridges and the

ILWU to make certain the membership was not literally mowed down by the technological progress of the waterfront. As "Men and Machines" put it:

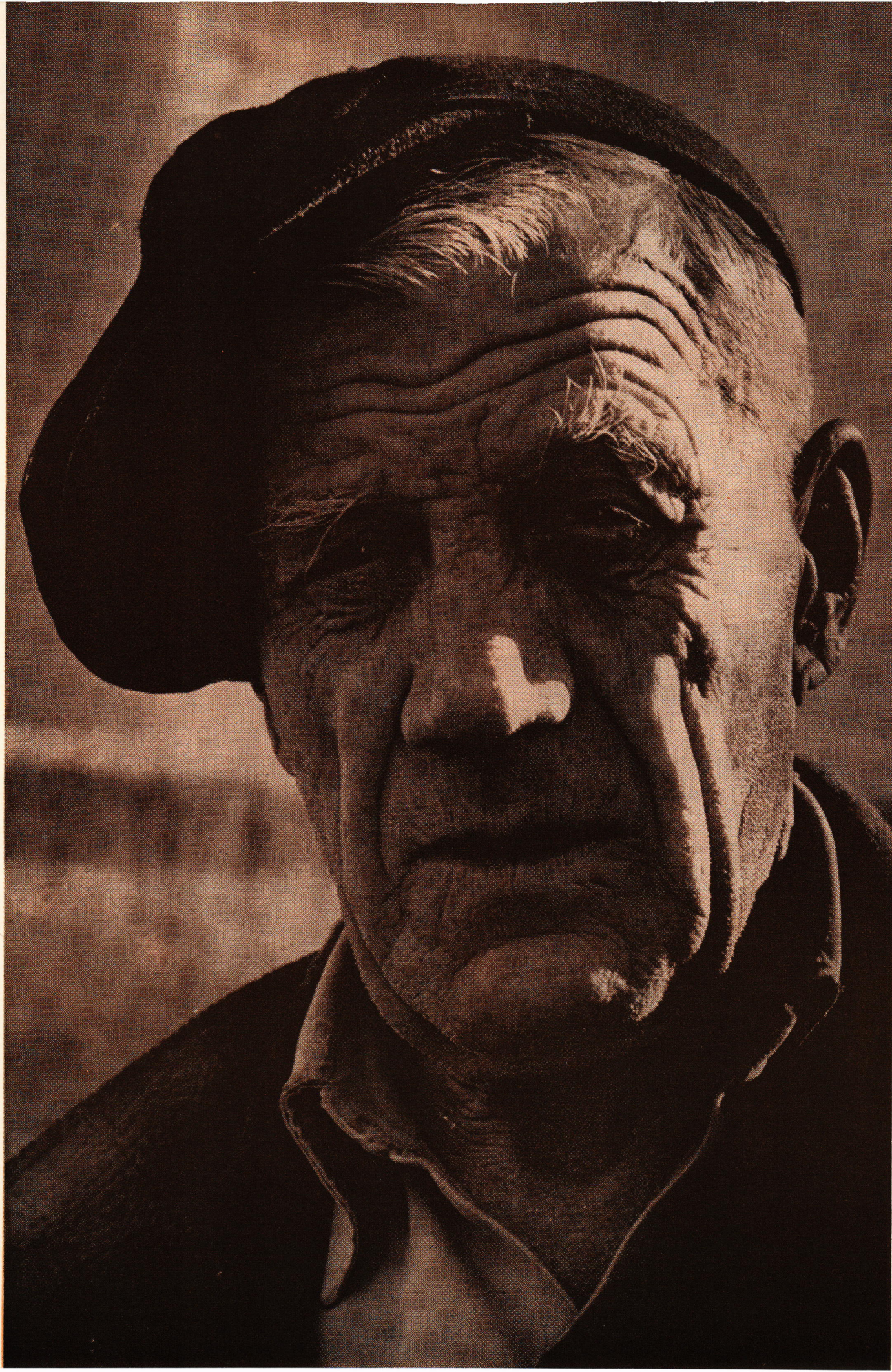
"If time had stood still, there would have been no need for a mechanization and modernization program on the West Coast waterfront."

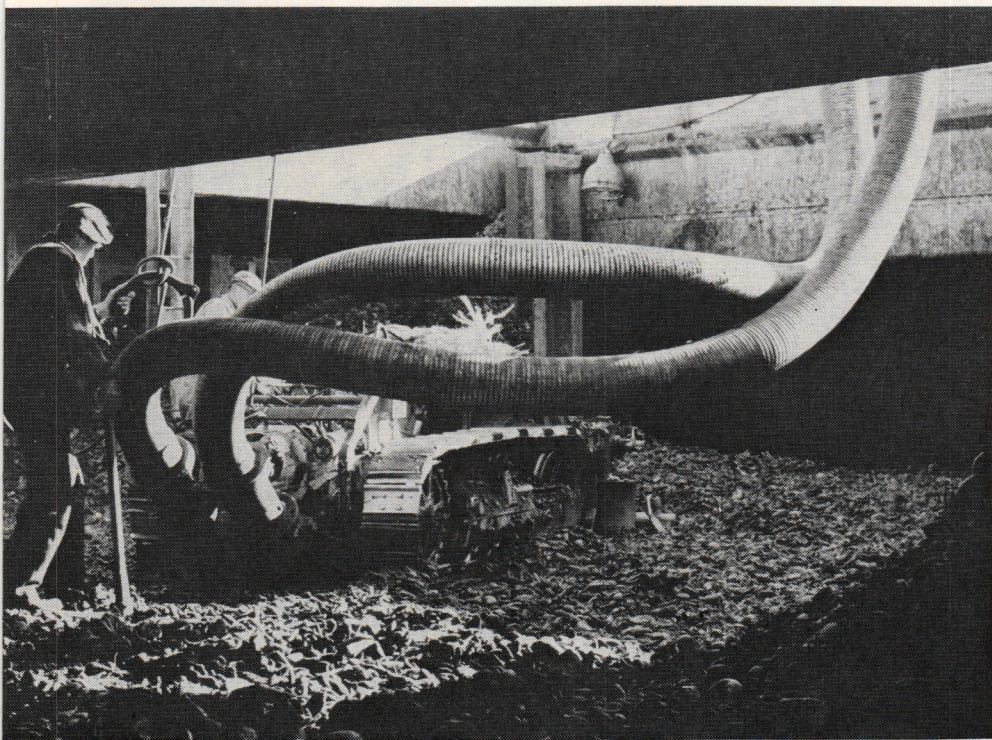
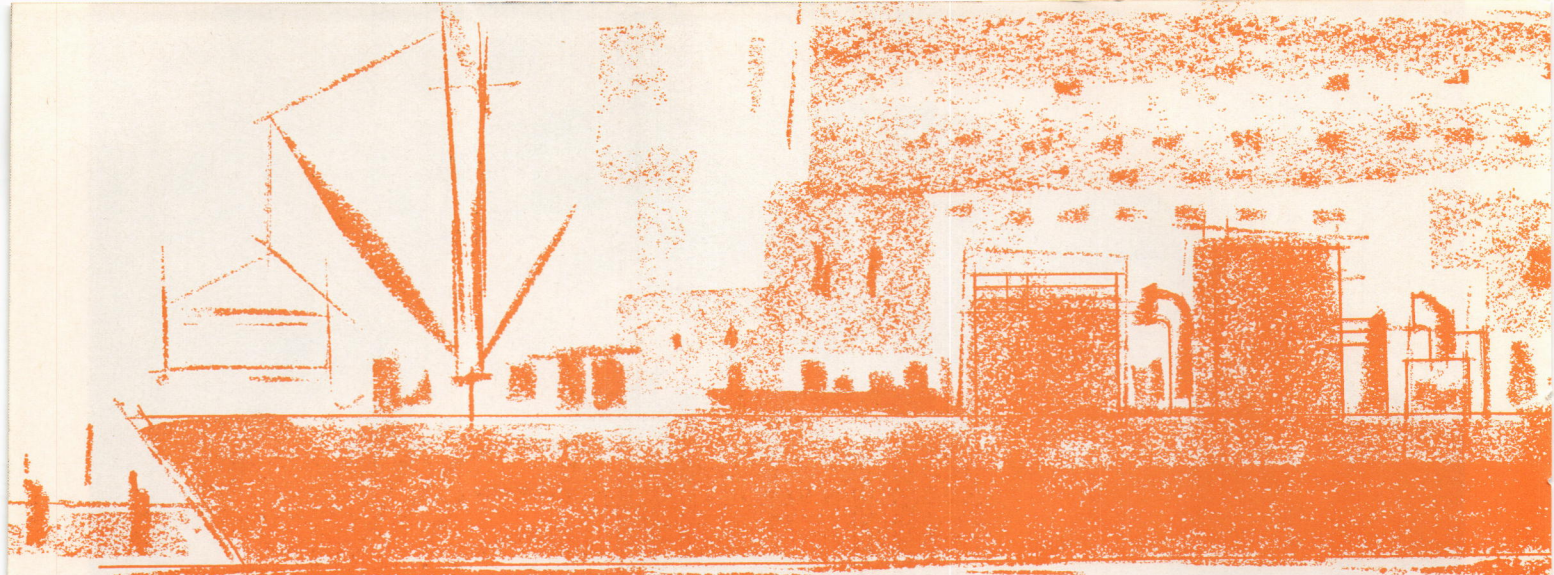
But time did not stand still. The advent of the lift jitney (fork lift) containerization, bulk shipping, unitized loads, and related new methods cut down the size and time of work crews.

To a registered work force which for years past had shared all the available work in good times and bad—and to a management that had become accustomed to the procedure and welcomed it—there was agree-



Peter Bolotoff, age 62, Longshoreman since 1936, chose early retirement.





Pete, with the machine that made his pick and shovel obsolete, pumping copra from the ship's hold.

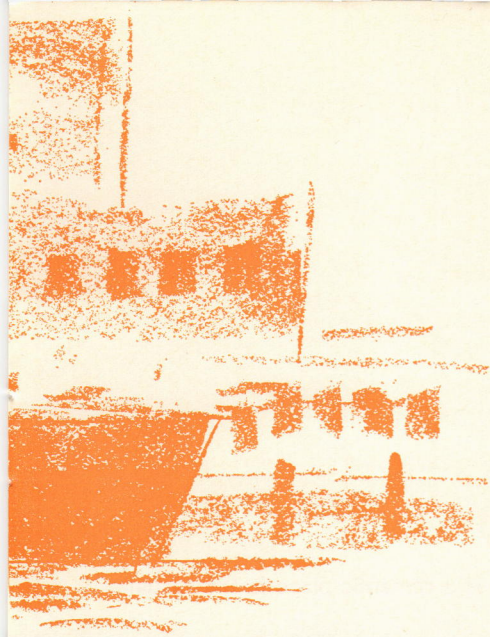
ment that all must be equal beneficiaries or victims of the machine as it moved into the industry.

By 1957, the ILWU and the PMA knew they could not afford to bury the problem.

"By then," stated the photo story, "it was clear that the old contract did not provide enough flexibility to meet sudden and major changes in cargo handling, and that the only way to tackle the issue was on an industry-wide basis."

About the same time the shipping industry was finding itself confronting a series of difficult operational problems from a management standpoint — centered mostly around the costs of fuel, wharfage fees, construction costs and so on.

The sum total of developments added up to the conclusion that there was a need to "review and reexamine



labor relations in the light of the mechanization and modernization of West Coast longshoring."

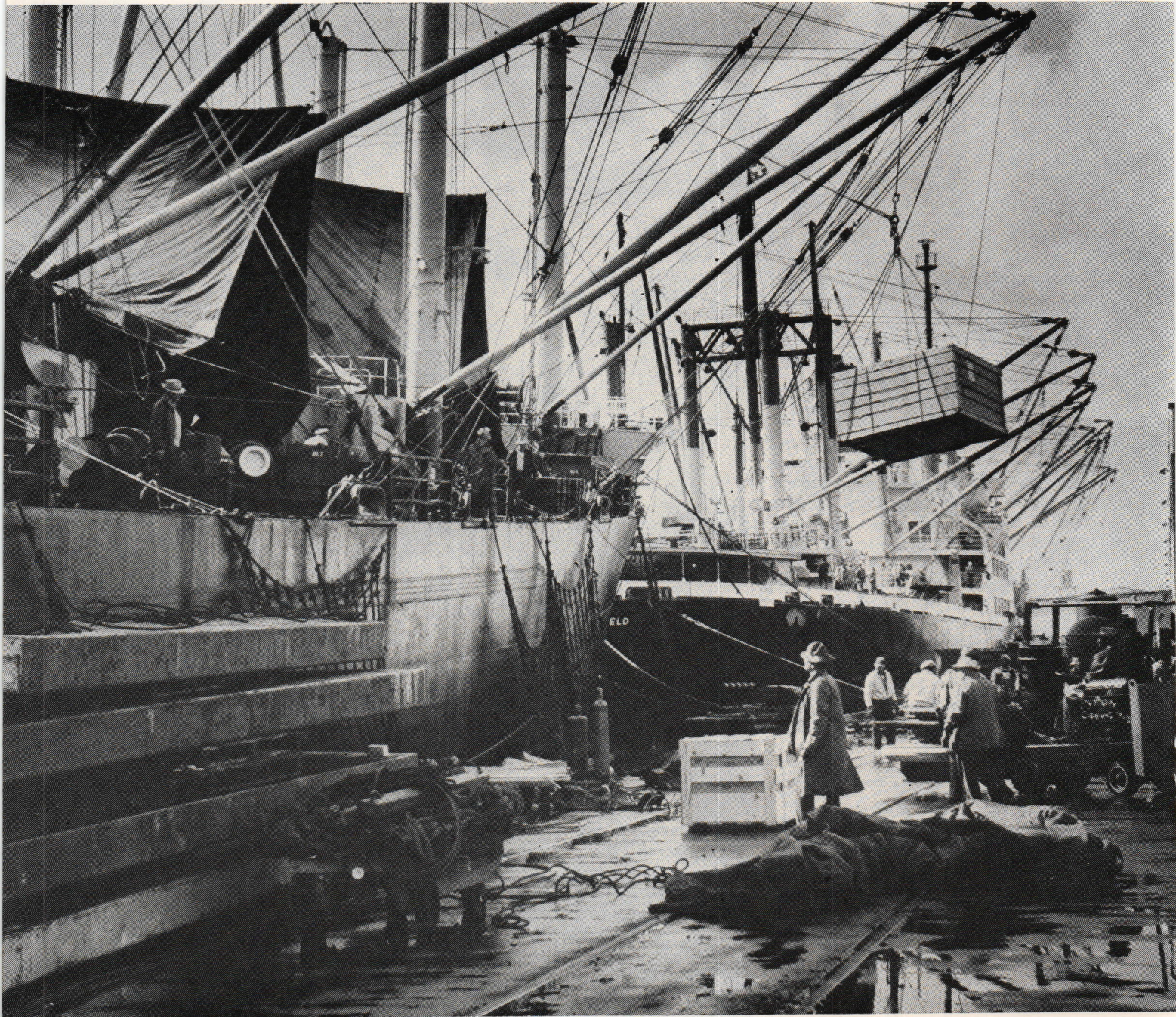
Labor and management agreed to an overall principle that the men, through the ILWU, should be guaranteed a share of the benefits of the machine. The basic agreement led to a host of unsolved problems. Eventually a lot of obsolete work rules went by the board, but at each change the union insisted upon tight guarantees of job security and assurances against speedup or onerous individual workloads.

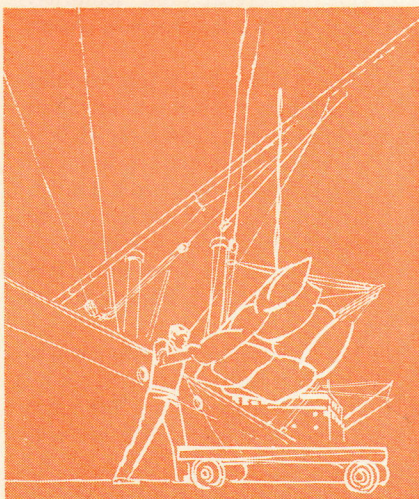
Tackling the issues as a whole, the ILWU and PMA agreed to 4 practical principles:

- The longshoremen were entitled to a "share" of the machine.
- There would be no layoffs of registered longshoremen.
- The Mechanization and Moderni-

For the Longshoreman, the waterfront is a place of hard work for rugged men. It takes skill and experience for men and machines to handle huge rolls of newsprint for ship voyage.

The waterfront, a forest of booms and rigging, is a romantic place to the casual visitor.





zation Agreement would provide a guarantee of work or earnings.

—If the unhindered introduction of new machinery and new methods of work resulted in the curtailment of work opportunities so that the size of the work force had to be reduced, this would be done by shrinking the work force from the top.

The last principle was the reverse of usual practice in most industries. In Pacific Coast longshoring, however, it was agreed that early retirement on a voluntary basis could be part of the workers' share of the machine; additionally, compulsory retirement, with a greater benefit, would be used if it was ever needed to reduce the work force.

The principle was an innovation. It permitted the older man to leave the labor market with credit for his years of service when the machine cut into his job opportunity. It gave the younger man added job security. It improved the value of the work force to the employer. Both young and old workers gained in the long run.

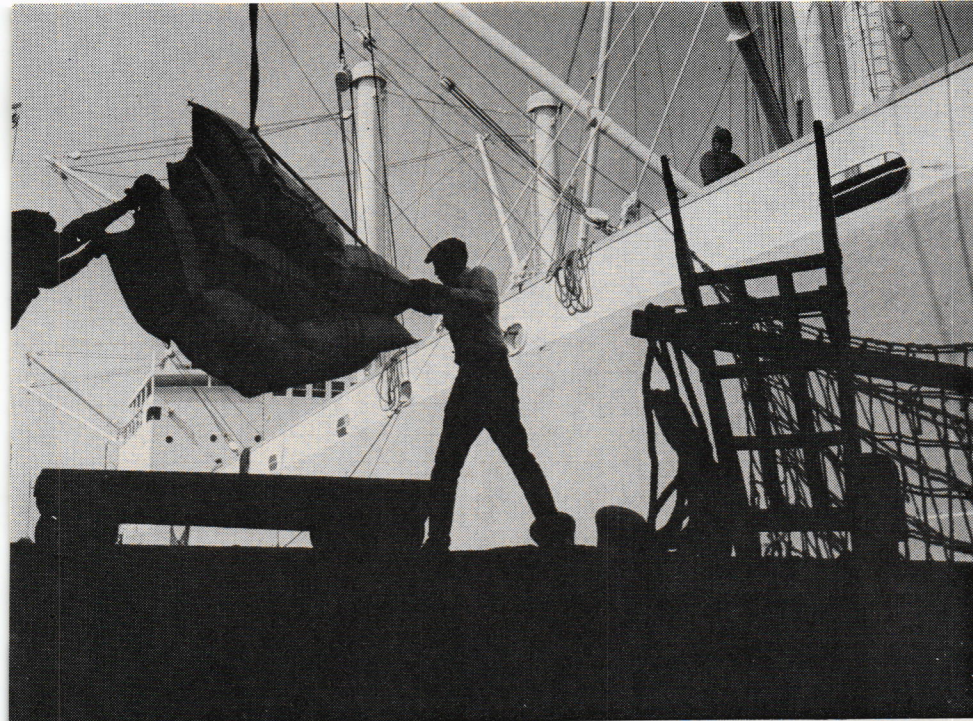
Other questions cropped up. One solution regarding available work was that longshoremen would have coast-wise registration and could be shifted from port to port, giving them in-

The union meeting means the right to agree or disagree, in working out problems.



Technological progress means a gantry crane loading 20 tons of containerized trailer in 5 minutes.

March, 1964



The rope sling, the oldest piece of hoisting equipment, took only some of the burden of packing cargo off the longshoreman's back.

Pete, both glad and sad to be leaving the docks; no more 20 minutes pick, 20 minutes shovel, 20 minutes off.



"It would have been a serious mistake to call in an outside third party. The only bargain the parties could live with was one which they had made themselves. Anything less would have made a shambles of negotiations and inevitably led to the violent resumption of guerrilla warfare over work rules and practices."—Discussion of the Mechanization and Modernization Agreement in "Men and Machines," published jointly by the International Longshoremen's and Warehousemen's Union and the Pacific Maritime Assn.

dustrywide preference and seniority. In addition, the work force was frozen for a time.

Provision was made for joint studies of any other new problems that might arise and by October, 1960, the ILWU and PMA had reached agreement. The contract went into effect Jan. 1, 1961. It provided a substantial degree of security for ILWU members; it provided a substantial degree of freedom for productivity improvements for the employers.

The Mechanization and Modernization Agreement runs to July 1, 1966, and is not subject to review. The basic longshoremen and clerks' agreements were extended for the same period with reopeners on all matters except mechanization and pensions.

Besides an employer-paid fund intended for early retirement, cash vesting, and death benefit features, the M & M contained a flat guarantee against layoffs, included the new concept of retirement, and provided an average weekly earning guarantee. There was no speedup and safety guarantees were maintained. "Men and Machines" stated about the contract:

"The primary condition for successful bargaining was the confidence of the longshoremen in the organized strength and democratic structure of their union. These furnished the forum and the freedom to make a drastic departure from old forms of security and old methods of work, and to venture into a relatively unknown area of job protection . . ."

Both labor and management agree that they gained from the M & M contract. The one gained job security and the other achieved a new latitude in operations. Concluded "Men and Machines.":

"The decision to launch the M & M program is irreversible; the change has been made. Old work rules cannot be restored; employer contributions to the M & M fund cannot be returned.

"It is too early to tell whether the agreement itself might have to be modified, but it will not be abandoned. Meanwhile, this pioneering effort in the field of men and machines is working, and working well on the West Coast waterfront."

Proof of the pudding in the last statement — and incidentally a commentary on the unemployment woes of the nation—may be found in the fact that nearly 2,000 men were added to the West Coast longshore work force in 1963. They were selected from more than 20,000 applicants.

Driver's Talent for Art Backed Up by Awards

IT SEEMS that Teamsters Union members are everywhere and do just about everything imaginable in their leisure time, perhaps proving that a good union contract frees the mind from worry and makes it possible for a person to pursue worthy avocations.

Take Lawrence Jettie, for example, a long-time member of Teamster Local 848 in Los Angeles.

Jettie has been drawing, sketching, and painting ever since he can remember, but it wasn't until about 3 years ago that he really took it up seriously.

Since then, Jettie has won awards for his water color paintings and teaches at the Southland Art Association. All this accomplishment by Jettie has been in spite of no formal training. Neither has he studied under any noted painters.

Jettie's skill, technique, and color sense have won him awards in some of Southern California's toughest art shows including the Bakersfield Art Centennial. And this is in an area where a lot of retired people with artistic natures do nothing but sit around and paint the seashore or the high Sierras.

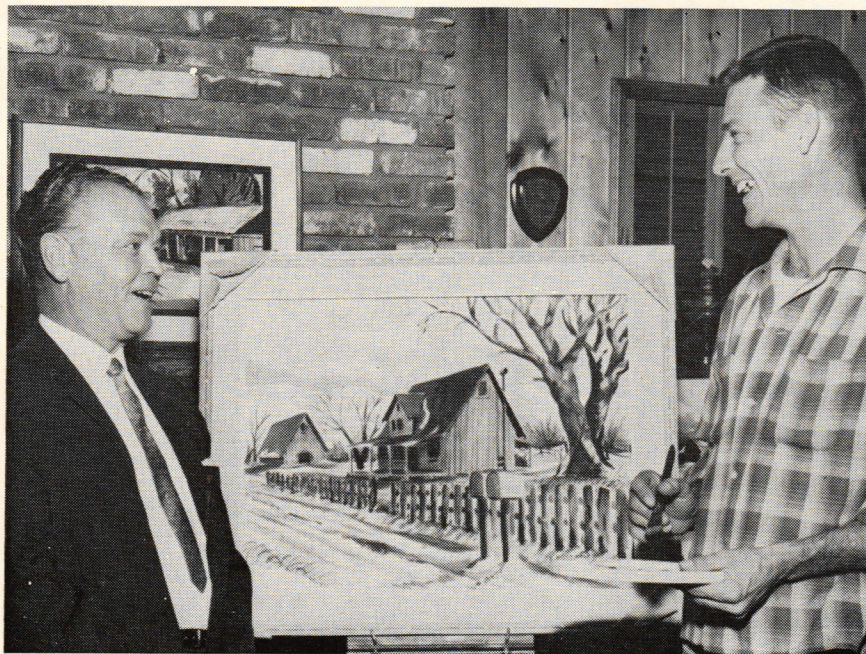
Jettie has had private shows to ex-

hibit his water colors in which he specializes. In fact, he has perfected the difficult art form so well that he is often called upon to lecture. Besides water colors, he does oils and pastels, charcoal and ink sketchings.

A wholesale delivery driver for 25 years, Jettie has a turn-around trip to Bakersfield and gets his week of work done in a 4-day period. This gives him plenty of time for field trips and painting. Because he has a night run, he is used to the late hours and likes to do his painting in the evenings—which is almost unheard of because most artists prefer a good north light in the daytime.

With his wife and 3 children, Jettie lives in a home that he built by himself. It still has some unfinished projects—particularly a studio—but his paintings in all media are hung throughout the house.

The Teamster artist has sold many of his seascapes, portraits and landscapes. The art critics have been giving him fine reviews. In fact, it's getting to be where all of Jettie's time is taken up driving—either a wheel or a brush.



Lawrence Jettie (right), a long-time member of Teamster Local 848 in Los Angeles, is showing his latest water color to John Bowers, secretary-treasurer of the local union. Jettie, a wholesale delivery driver for 25 years, has won awards in every art show he has entered in recent years.

Local 211



T. R. Cozza (right), representing Teamster Local 211, is shown giving a handful of checks totaling \$7,938 to John E. Price, head of the Pittsburgh Press Old Newsboys organization, to be given to the Children's Hospital in Pittsburgh. Teamster Local 211 members take part in the fund-raising drive annually.

Segregationists Back Oklahoma Work Law

Four prominent Oklahoma Negro leaders have charged that segregationists who oppose civil rights for Negroes are behind the current attempt to vote in a 'right-to-work' law in the state.

They warned that the compulsory open shop proposal would bring sharecropper wages to Oklahoma workers and that Negro workers would be hardest hit by the unemployment, sub-standard working conditions and lower pay that would result from such legislation.

States with the anti-labor 'right-to-work' laws are historically on the bottom of the per capita income ladder, and Southern Chambers of Commerce advertise openly in trying to attract new industry to the South: "Come to the South where we have a 'right-to-work' law and labor is cheap."

Ironically, in neighboring Kansas, Oklahomans have an example in which leading Kansas newspapers proclaim that Kansas has been left out of industrial expansion because of the Kansas 'right-to-work' law.

JOHN B. MCGINLEY, C. P. A. (1927-1955)
LEO F. MCGINLEY, C. P. A.
WILLIAM P. ROGHE, C. P. A.
MEMBERS OF AMERICAN INSTITUTE
OF CERTIFIED PUBLIC ACCOUNTANTS

McGINLEY & ROCHE

CERTIFIED PUBLIC ACCOUNTANTS

281 CONSTITUTION AVE, N. W.
SUITE 530
WASHINGTON 1, D. C.

February 10, 1964

International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers of America
25 Louisiana Avenue, N. W.
Washington 1, D. C.

Gentlemen:

We have examined the consolidated balance sheet of the

INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA
AND ITS SUBSIDIARY, TEAMSTERS' NATIONAL
HEADQUARTERS BUILDING CORPORATION

as of December 31, 1963, and the related statement of income and expense for the Year then ended. Our examination was made in accordance with generally accepted auditing standards and accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the referred to consolidated balance sheet and statement of income and expense present fairly the financial condition of the

INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA

as of December 31, 1963 and the results of its operations for the year then ended and were prepared on a basis consistent with that of prior years.

Respectfully submitted,

McGINLEY AND ROCHE

McGinley & Roche
Certified Public Accountants.

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS
AND ITS SUBSIDIARY-TEAMSTERS' NATIONAL HEADQUARTERS BLDG. CORP.
CONSOLIDATED BALANCE SHEET
AS AT DECEMBER 31, 1963**

ASSETS

Cash		
On Deposit, Checking Accounts	\$ 1,813,702.70	
In Transit, Checking Accounts	34,957.60	
Office Funds	500.00	
On Deposit, Savings Accounts	<u>11,873,783.98</u>	\$13,722,944.28
Accounts Receivable		
Advances—Affiliates and Allied Organizations	328,750.20	
Advances for Bookkeeping Machines	39,497.60	
Others	<u>58,227.41</u>	426,475.21
Inventories—Cost or Market		
Local Union Supplies and Equipment		135,771.05
Investments		
Securities—Maturity Value (Note 1)	23,193,922.41	
Accrued Interest Thereon	<u>303,914.58</u>	23,497,836.99
Deposits		
Local Union Supplies and Equipment	78,657.26	
Others	<u>3,900.00</u>	82,557.26
Deferred Charges to Future Operations		
Prepaid Insurance	24,245.20	
Prepaid Appeal Bonds	1,019.62	
Prepaid Postage	3,907.59	
Prepaid Surety Bonds	27,842.65	
Prepaid Building Operation Costs	229.46	
Prepaid Rent	908.33	
Cafeteria Stock Inventory, Lower—Cost or Market	<u>717.19</u>	58,870.04
Fixed Assets		
Real Estate	4,761,985.64	
Leasehold Improvements	7,613.15	
Furniture and Furnishings	143,332.35	
Office Equipment	38,252.25	
Automobiles	19,969.12	
Aircraft	<u>34,114.06</u>	5,005,266.57
Total Assets		<u>\$42,929,721.40</u>

LIABILITIES, DEFERRED INCOME AND NET WORTH

Accounts Payable		
Trade Creditors	\$ 411,021.00	
Escrow Funds	18,476.98	
The Teamster Affiliates Pension Fund	282,238.44	
Employees' Income Tax Withheld	35,653.25	
Judgments and Court Awards	140,473.26	
Others	<u>2,055.44</u>	\$ 889,918.37
Accruals		
Salaries and Expenses	142,381.00	
Taxes—Social Security	<u>6,794.41</u>	149,175.41
Total Liabilities		1,039,093.78
Deferred Income		397,699.91
Net Worth		
Balance, January 1, 1963	38,627,675.09	
Add:		
Excess of Income over Expenses for the		
year ended December 31, 1963	<u>2,865,252.62</u>	41,492,927.71
Total Liabilities, Deferred Income and Net Worth		<u>\$42,929,721.40</u>

Note 1: \$181,000.00 deposited as collateral for Supersedeas Appeal Bonds and Appearance and Indemnity Bonds.

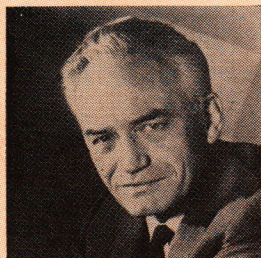
INTERNATIONAL BROTHERHOOD OF TEAMSTERS AND ITS SUBSIDIARY-TEAMSTERS' NATIONAL HEADQUARTERS BLDG. CORP.

STATEMENT OF INCOME AND EXPENSES FOR THE YEAR ENDED DECEMBER 31, 1963

Operating Income			
Fees			
Per Capita	\$17,483,818.75		
Initiations	696,963.50		
Organizational	75.00		
Back Tax	115,077.68	\$18,295,934.93	
Other Income			
Sale of Supplies	133,288.20		
Refunds, Claims and Overpayments	256.50	133,544.70	
Total Operating Income			\$18,429,479.63
Deduct:			
Operating Expenses			
Donations to Subordinate Organizations	2,381,107.98		
Organizing Campaign Expenses	3,291,320.36		
Supplies Purchased for Resale	75,613.57		
The Teamster Affiliates Pension Fund	3,839,013.52		
Magazine "International Teamster"	1,007,399.38		
Legal Fees and Expenses	936,534.36		
Retirement and Family Protection Plan	542,344.08		
Judgments, Suits and Settlements	161,033.90		
Appeals and Hearings	12,194.15		
Officers', Organizers' and Auditors' Salaries	929,201.30		
Officers', Organizers' and Auditors' Expenses	550,984.37		
Staff Salaries	321,366.42		
Staff Expenses	14,390.48		
Printing and Stationery	17,938.24		
Postage	20,825.14		
Convention and Delegates Expenses	1,038.14		
Telephone and Telegraph	54,598.41		
Express and Cartage	10,019.82		
Office Rent	19,200.00		
Office Supplies and Expenses	61,835.99		
Office Furniture and Equipment Expense	7,294.16		
Auditing Expenses	3,600.00		
Bonds and Insurance	31,419.47		
Bonding Expense	9,905.70		
Building Occupancy Expense:			
Custody	13,668.37		
Maintenance, Supplies and Service	153,413.20		
Supervision and General Expense	23,242.76		
Cafeteria and Kitchen	60,004.64		
Depreciation, Building	100,591.17		
Insurance, Building	6,957.27		
Taxes, Real Estate	64,547.90		
General Executive Board Authorizations	61,222.00		
Donations to Public Causes	403,606.00		
New York Office	5,000.00		
San Francisco Office	6,184.11		
Dallas Office	3,724.96		
Minneapolis Office	135.60		
Public Relations	219,657.64		
Taxes, Personal Property and Others	10,165.85		
Taxes, Social Security	68,092.62		
Departmental and Divisional Expenses	1,039,034.65		
Auto Repair and Maintenance	5,065.67		
Aircraft Repair and Maintenance	132,481.17		
Depreciation and Amortization	95,856.36		
Health and Welfare	13,785.80		
Participation in Labor Movement Causes	9,065.11	16,795,681.79	
Net Income from Operations			\$ 1,633,797.84
Add:			
Financial Income			
Interest on Investments	\$1,234,509.09		
Discount Income	72,377.88		
Rent Received	75.00	1,306,961.97	
Expenses			
Service Charges	66,485.56		
Investment Expenses	729.93		
Rental Property Expenses	9,538.32	76,753.81	1,230,208.16
Total Operational and Financial Income			\$ 2,864,006.00
Add:			
Other Income			
Defunct Local Union Funds	735.81		
Other	510.81	1,246.62	
Excess of Income over Expenses for the year ended December 31, 1963			\$ 2,865,252.62



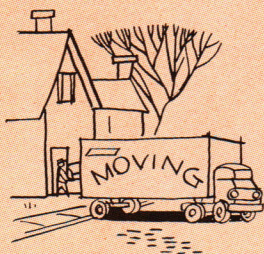
FOR YOUR INFORMATION



... SEN. Barry Goldwater, who wants to be President and uphold the law of the land, is sitting in the U.S. Senate illegally, according to author Tristram Coffin in his book "The Passion of the Hawks." Goldwater is a major general in the reserve, carrying out military duties and being paid for such duties. Yet, the constitution explicitly states:

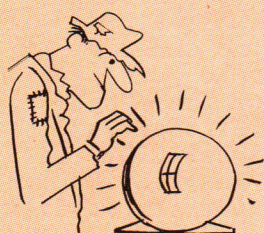
"No person holding any office under the United States shall be a member of either House during his continuance in office."

... A TRIAL EXAMINER for the National Labor Relations Board has recommended that charges against two United Auto Worker local unions be dismissed, charges having been brought when the unions attempted to collect fines levied against members for crossing a UAW picket line. The two locals found 207 members guilty of violating the constitution and levied fines ranging from \$20 to \$100. In another case, the NLRB ruled that the UAW was right to fine members for violation of union-established production quotas. The principle in the current picket line case, the trial examiner said, is the same except that members are fined for crossing picket lines.



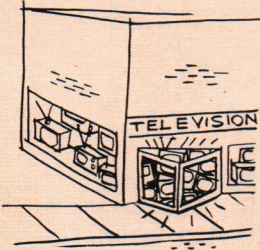
... ONE of every 5 Americans move at least once every year according to the Census Bureau. That is to say that about 36 million persons moved last year in search of a new job or a new home. The Census Bureau says the 1 of every 5 rate was about the same in 14 earlier surveys. A breakdown shows that young persons 18 to 24 move more often than any other group—about 2 of every 5 changing locations each year. Persons over 65 years of age are the most permanent as only about 1 of every 10 moves yearly. Job hunters move about a great deal as 1 of every 3 changes location each year. Blue collar workers move more often than white collar workers—but when the latter move, they travel longer distances.

... CONSUMER PRICES in so-called developing countries around the globe skyrocketed last year according to the 1963 Yearbook of Labor Statistics. The high rise of prices was especially noticeable in Latin America. Noted the yearbook: "In Brazil, prices more than doubled between 1960 and 1962 and the increase over the past 12 months reached 80 per cent. In Colombia, retail prices rose early in 1963 and, from January to November, increased by more than 40 per cent. Similarly, in Chile, the rise over the past 12 months exceeded 40 per cent."



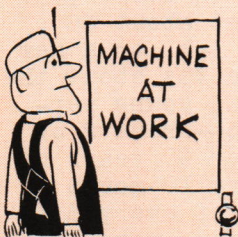
... KENNECOTT Copper Co.'s Nevada Mines Division must have been using a crystal ball recently to help guide its labor policy. A couple of weeks before the Mine-Mill and Smelter Workers International Union formulated its contract proposals for 1964, Kennecott's Nevada management was publicizing a statement that the company could not afford what Mine-Mill was asking. The union agreement covering 70,000 workers expires June 30. Mine-Mill President A. C. Skinner said the healthy state of the non-ferrous metals industry should enable the companies to meet the union demands. Skinner predicted that profits after taxes this year will top \$200 million in copper mining alone.

... THE INDEX of consumer prices, as maintained by the U.S. Labor Department, showed that the index for all 1963 was 106.7 per cent—up from the 105.4 per cent mark for 1962. Prices were higher in practically all categories—the exceptions were meats, new cars, gasoline, drugs, appliances, and electricity. The consumer price index for medical care costs, incidentally, ended 1963 at 117.5 per cent. Needless to say, the figures are records.



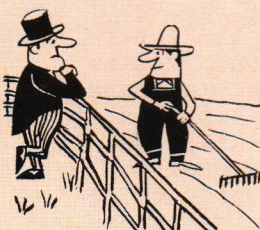
... MANUFACTURERS of television sets have been warned against "stockpiling" VHF-only sets so they could be sold after April 30 to undercut sales of all-channel receivers. The Federal Communications Commission issued the warning. At issue is a law passed by Congress in 1962 stating that all television sets manufactured for sale in interstate commerce must be capable of receiving all channels, including the ultra-high frequency channels 14 through 83 as well as the VHF channels, leaving the effective date determination up to the FCC. The federal agency set the deadline of April 30, 1964. Now the FCC says it has reports that manufacturers are stepping up their output of conventional sets, which receive only the very high frequency channels of 2 through 13, ahead of the shipping deadline. The manufacturers, of course, denied immediately that there was any "stockpiling" going on.

... GOVERNMENT INTERFERENCE in collective bargaining as a policy of the Administration in office appears to be unchanged to date. Solicitor General Archibald Cox, actively engaged under the late JFK in singing the third man theme, is still crooning the same song. Speaking at the annual meeting of the National Academy of Arbitrators in New York early in February, Cox said: "... Independent third persons are likely to prove increasingly valuable in collective bargaining, even though acting as so-called neutrals rather than as arbitrators. They are more important today than yesterday and perhaps may be still more important tomorrow, because of the necessity for keeping the public interest in the forefront of all important collective negotiations. This is not a matter of controls or guidelines but simply of focusing upon the implications resulting from the inter-relationships of all parts of the economy."



... "WHEN AMERICA'S WORKERS return to their jobs tomorrow morning," said Labor Secretary Willard Wirtz recently, "more than 4,000 of them will find that machines have moved in overnight to take their jobs." Wirtz said private business has shown an average increase of 175,000 jobs each year for the past 5 years; he compared that figure with the prediction that the labor force will be expanding by 1 million people annually for the next 8 or 10 years at least. Said Wirtz: "Government cannot create these jobs—the private economy must do it."

... The Central Mississippi Development District, Jackson, Miss., a group dedicated to enticing industry into Central Mississippi, is currently advertising cheap labor in an expensive brochure which it mails out to prospective industries. In a special paragraph, the brochure points out Mississippi's compulsory open shop law (they call it 'right-to-work'), and goes on to point out that a skilled laborer is likely to start at \$60 per week, a semi-skilled worker, \$46; and unskilled \$40. "They (wage rates) are slightly less outside the metropolitan area," the brochure goes on to say.



... SMALL FARMERS throughout the Midwest are becoming more worried about the growing, exclusive club of corporate farmers and gentlemen farmers. The reason is that the big landholders swing more political weight than do the smaller farmers. Meanwhile, the corporate farms continue to grow larger. The average farm in the United States now has 325 acres—compared with 213 acres in 1950. The number of farms now totals 3,481,000—a decline of 38 per cent since 1950. The so-called gentlemen farmers are rich doctors and lawyers who invest in a small farm for tax purposes, hiring somebody to do the work on a break-even basis.

WHAT'S NEW?

Alternator Kit Replaces Most Cars, Trucks

A replacement alternator system for most makes of cars and trucks from 1955 is now available for installation in either positive- or negative-grounded 12-volt systems. Capacities may be selected from 40, 53, and 60 amperes and may be used with either ammeter or chargelight indicators.

The alternator replacement comes as a kit, complete with the basic alternator, fan and pulley, adjustable transistorized voltage regulator, and mountings. Special quality points of the kit stressed by the manufacturer include heavy-duty, factory-sealed, ball bearings; constant tension brush springs, heavy-duty brushes and a stationary field winding assembly.

Hang-on Cabinets Add Pickup Storage Space

Standard pick-up trucks may be converted into motorized lockers by the addition of fender storage cabinets. There are three such weather-and-theft-proof cabinets in each unit. Two units are provided, each one to fit over the fender of a standard external-fender pickup truck. The doors of the cabinets hinge downward when open in order to provide work space. The units are transferable from one vehicle to another.

New Electric, Pneumatic Impact Tolls Announced

A new electric tool with double insulation to guard against shock hazard and do away with the need for a grounding wire has recently been introduced. This tool will deliver 130 foot-pounds of torque with 2,000 blows a minute. It has a 1/2-inch drive and a free-speed rating of 1900 rpm.

Another new impact tool, air-operated, features a quick-change sliding chuck for fast tool changes and reduction of down-time. The tool is rated at 3/8-inch bolt capacity with a free-speed rating of 2700 rpm behind an air pressure of 90 psi.

Special Safeguard on Brake Cylinder Hone

A brake cylinder hone which can be powered by any electric drill with a half-inch chuck resurfaces cylinders from 3/4 to 2 3/4 inch diameter bores. The hone is made with a flange which prevents the honing stones from passing through the cylinder under repair.

Device Speeds Checks On Gauge Parts



A "fuel-temperature-oil gauge tester" which is said to represent a great advance in providing shops with the means of making speedy, accurate checks of instruments in this field has been introduced. For use on Ford and Chrysler cars 1957 and later, the device makes it possible to check out such gauges without removing any parts for the check or cutting any connections. A complete check of all three types of gauges, three times as fast, is said to be possible. The device will reveal whether the trouble is in the sender, the wiring, the dash gauge or the constant voltage regulator. Of added interest is the less-than-\$10 price tag.

Selectivity Feature of Low Pressure Warner

Of special interest to drivers of trucks with tandem tires is a low-pressure warning system which tells, via a light on the dashboard, whenever pressure in a tire drops.

The system also flashes a warning if there is a loose rim or a loose wheel or if a wheel bearing develops unusual heat.

The system operates selectively by the use of pushbuttons which can be used to test individual tire pressures or the whole system at one time.

Brushes Designed to Clean Copper Injectors

A new line of brushes has been announced by a Los Angeles firm. Two are used to clean coppers used in the firm's series of injectors. The first is made of carbon steel with a wooden handle and is used as a hand tool, particularly effective for truck drivers and trouble-shooting mechanics to clean the copper tip on the job, outside or in the shop. The second is made of stainless steel and is designed to clean the entire inside surface of the coppers evenly from top to tip.

Yet another brush is made of carbon steel and is cut for power. It is used to clean and polish portals before coppers are replaced. A fourth brush in the line is fabricated of stainless steel, cut for power, and designed to clean coppers in all GMC diesel injectors.

Inspection Without Disassembly Now Possible

Now engine mechanics can "see around corners" with a new visual inspection tube which uses a flexible tube as a method of seeing inside engine parts without disassembly.

Called a "flexiscope", the device permits a visual inspection of cylinder walls, valves, and valve seats, gear boxes, differentials, and other otherwise inaccessible areas without the necessity of disassembling the part. A two-foot lighted probe does the job when it is inserted in openings as small as 1/2-inch in diameter.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



LAUGH LOAD

Forewarned

City Delivery Driver: "Let's park awhile and look at the scenery."

Sweet Dish: "Well, I guess that'll be all right, but let me say one thing before you go any further . . . don't go any further!"

Next Please

It was the little boy's first visit to church and when the choir entered, all in white, he whispered to his father: "Look quick, daddy! They're all going to get a haircut!"

Do It Every Time

Colonel: "So you lost half your forces by a trick of the enemy?"

Captain: "Yes. They rigged up a machine gun to look like a movie camera, and the boys just fought for a chance to get in front of it."

We All Object

A cynical-minded gentleman was standing in front of an exhibition of local art talent labeled, "Art Objects."

"Well," he announced to the attendant in charge, "I can't say I blame Art for objecting."

And Quickly

A lecturer, talking on the population explosion to a woman's club, stated: "Do you realize somewhere in the world a woman is giving birth to a baby every second?"

The audience gasped.

The lecturer asked: "What should we do about it?"

A woman declared: "Find her and make her stop!"

Replacement

Little Jimmy handed his father a note from his teacher. The parent read its contents, then glared.

"Jimmy," he snapped, "how does it happen you're at the bottom of your class?"

"Well," was the reply, "Tommy's usually at the bottom, but he's out sick."

What Else?

The following advice appeared in a physical culture magazine:

"Here's a good test for your mid-section muscles. Clasp hands overhead and place your feet together on the floor. Now bend to the right at the waist as you sit down to the left of your feet. Then, by sheer force of your muscles, haul yourself up, bend to the left and sit down on the floor to the right of your feet. Stick with it, and let us know the results."

Not long after a letter came in. It said simply: "Hernia!"

Sad But So

You're getting old when the gleam in your eye is from the sun hitting your bifocals.

Interior and Exterior

Fatty Floorboarder, our industry's gift to the women, says that there are two well known vehicle finishes—lacquer and liquor.

Catty Cut

Safety Sadie: "They tell me that our new Traffic Rate Clerk makes people happy wherever he goes."

Catty Cora: "You mean 'when-ever!'"

What's The Score

"My daughter is goin' to play Beethoven tonight."

"I hope she wins."

And He Knows

Traffic Rate Clerk: "Have you seen the new theater downtown? It has all the latest gadgets."

OS&D Clerk: "What's it like?"

Traffic Rate Clerk: "Boy, it's really something . . . push a button and your seat comes out; press another button and your program comes out; touch another button and the usherette comes out; touch the usherette and your teeth come out!"

Late or Early

You can't always judge by appearances—the early bird may have been up all night.

Under Contract

First truck driver: Did Robinson Crusoe belong to the Union?

Second truck driver: I don't know. Why?

First truck driver: Because he had all his work done by "Friday".

Ada Brooner

Firmly in Place

Tanker Driver: "I got a new-type muffler today that's going to make driving my car much more enjoyable."

Reefer Driver: "A new-type muffler? How's it installed?"

Tanker Driver: "Right across her mouth!"

Oh Dear!

"I wouldn't worry too much if your son makes mud pies," said the psychiatrist, "Nor even if he tries to eat them. That's one of those things any boy does."

"Well, I don't think it is," snapped the mother, "and neither does his wife."

Crash Landing

The pretty girl had been glancing at the middle-aged bachelor ever since the plane left the airport. Well, he assured himself, he looked youngish and snappy. The spring of adventure welled inside him, and smiling broadly, he turned to look squarely at her.

"Please forgive my staring," she said, "but I'm amazed at your resemblance to my grandfather."



Number 3

What are the horses and mules used for? Well, no matter how many automobiles farmers may own, their farm work is still done with the aid of actual horse-power. Hauling of most kinds in roadwork, building, excavations, etc., is done with horses and mules; there is still an extensive demand for saddle horses, especially those suited to army use, and while horse racing has lost its special charm in sporting circles because of the suppression of gambling, formerly inseparable from it, the raising of high-bred race horses is not likely to cease. A fine horse has an attraction that no mere machine, however perfect, can have. And there will always be those who will delight in such animals because of their beauty.



Famous cartoon published in 1912 by a Kansas weekly entitled "Time to Butcher" pictured capitalism as a helpless hog. Novelist Jack London boasted there were one million Socialists in the U. S. who began their letters to each other "Dear Comrade" and ended them with "Yours for the Revolution." Theodore Roosevelt blamed the spread of socialism on "the dull, purblind folly of the very rich."

Teamsters React To Cruel Label

A representative of the Employers' Association has accused some teamsters of slashing a horse.

Anyone who knows union teamsters can testify to their love of horseflesh and to injure a horse would be the last thing in the world to which a teamster would stoop.

Some two years ago some of the firms now most prominent in the fight against the teamsters decided in the interests of economy to feed their horses only twice a day instead of three times. This went on for about two or three days until the teamsters could no longer stand to see their animals suffering so for lack of food. So they went on strike—not for better conditions for themselves, but for three meals a day for their horses.

Members Urged To Write Congressmen

Teamster members were called upon by President Tobin to take up their pens and write their Congressmen and Senators urging them to vote for the Bartlett-Bacon bill now pending in Congress.

"It was never intended that labor unions or farmers' organizations," Tobin wrote in editorial, "should be considered in the same light as the steel, beef, tobacco or the oil trusts."

The Bartlett-Bacon bill, if passed, would amend the present Sherman Anti-Trust Law. Upon the adoption of said amendment labor unions and organizations of farmers would not be considered as trusts.

In his editorial Tobin predicted that if the Bartlett-Bacon bill is not passed the present interpretation of the Sherman anti-trust law will be the means of destroying all the labor unions of the country.

"If the law continues to be interpreted to mean that labor unions are trusts, men will have no right to organize, and if they do organize, and go on strike then the employer can sue the strikers and recover damages to the extent of three times the amount of injury done them," Tobin warned his readers.

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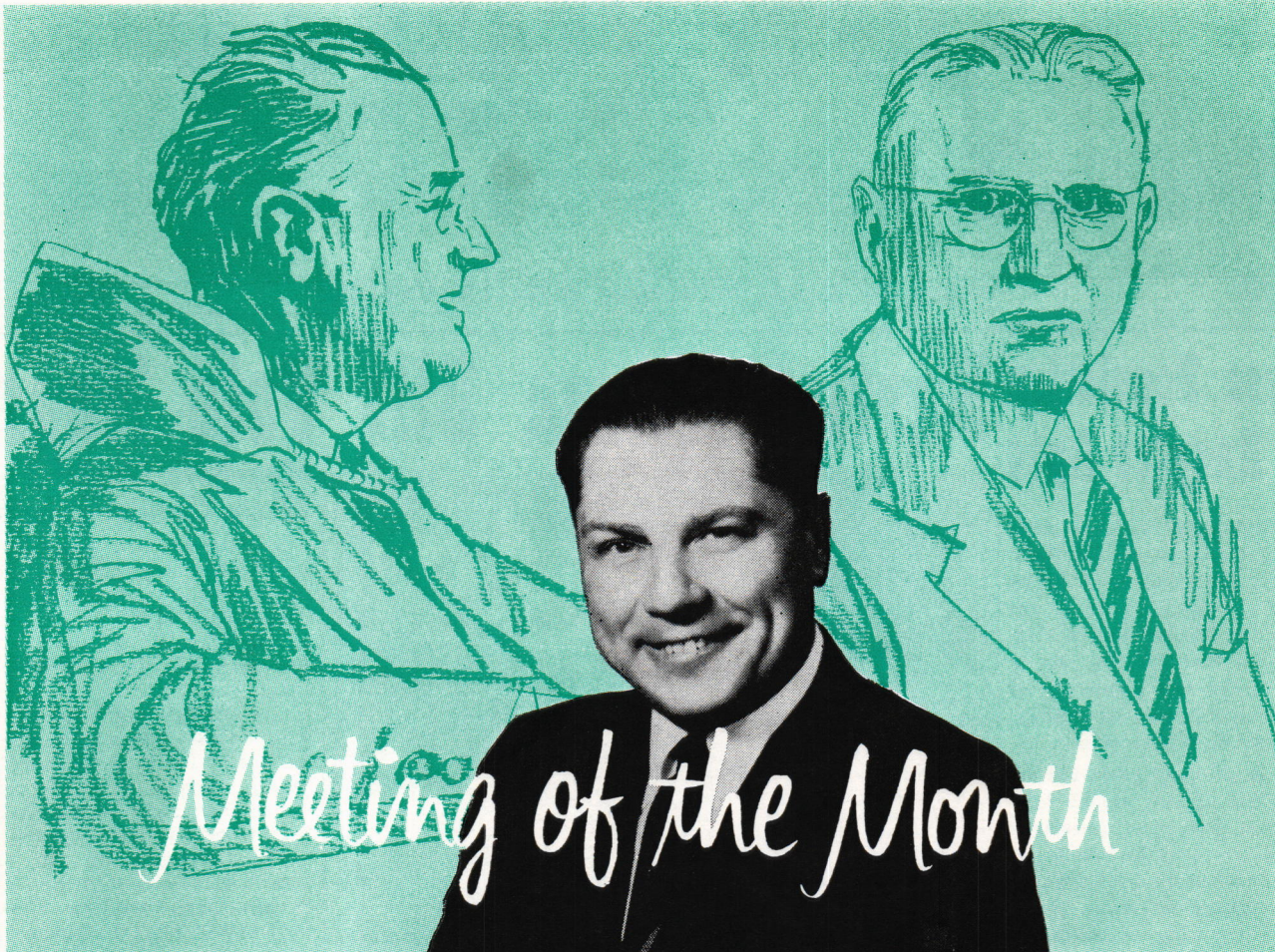
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Trenton, N. J.



Meeting of the Month

HEAR THESE GREAT VOICES

- The immortal Franklin Delano Roosevelt
- Daniel J. Tobin, the Boston team driver who led the Teamsters Union for nearly half a century
- Teamsters President James R. Hoffa

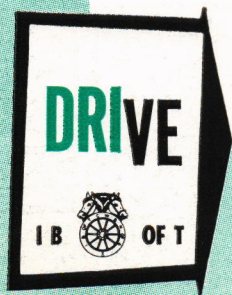
THREE MEN WHO HAVE BEEN THE GREATEST CHAMPIONS OF THE AMERICAN WORKER IN OUR TIME!

DRIVE proudly launches its "Meeting of the Month" with the words of wisdom of these three men. You'll hear Dan Tobin introduce the great FDR at a 1940 Teamsters convention in Constitution Hall.

You'll hear the words of the man who brought us out of the depression and led us through World War II exactly as they were recorded by radio networks. They are all part of an exciting, new DRIVE film presentation.

And you'll hear Jimmy Hoffa relate these words to the threats workers face today.

DRIVE is a family affair. Bring your wife and teen-age children. A social hour is planned. Fun for the whole family and it will be more fun because you know you're working for . . .



FAMILY SECURITY THROUGH FAMILY TEAMWORK